Questions to consider for keeping diverse field teams safe prior to heading into the field

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Below you will find a list of questions to ask yourself and your team <u>ahead of going into the field</u> to guide you in taking strides to keep everyone on your field team safe. Please read them and aim to answer those that are relevant to your team and the various identities people hold on your team. We encourage you to add questions of your own that you'd like to explore together that may be additionally relevant to your individual team, location or fieldwork context.

It is important to start these conversations early, and in the planning process of fieldwork, so that you give yourself and your team enough time to address any issues that might arise in the conversations while doing this activity.

These questions were created in alignment with the 'Module 6: Keeping diverse field teams safe' videos. If you have not explored the content shared in those videos, we highly recommend you do that alongside this exercise.

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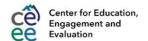
ADVANCEing FieldSafety

Building Inclusive and Safe Field Teams

Identity-related considerations

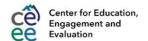| |
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| ● How can we adapt our field safety preparations to account for the myriad of identities and different lived experiences of the people entering the field? |
| ● What are some other considerations to take into account regarding identities of folks different from your own? |
| ● What identity-based risk factors exist for the members of your field team when going into the field? |
| ● What actions can your team take to mitigate risks to the varied identities on your team? Think about how you and your team could be proactive in keeping everyone on your field team safe. If you don't know everyone on your field team, think about how you can keep those on the team who you do know (like yourself) safe. |
| ● How can you combat assumptions, physical barriers, damaging stereotypes and institutional barriers, in order to help people who are disabled thrive in field settings? |
| ● What accessibility learning tools or connectivity tools can you obtain in order to support all team members? |
| ● How can you best support team members for whom fieldwork creates a financial strain? |
| ● What conversations need to be had in order to make the field season financially feasible for all team members? |

Evaluating the physical environment

- Does the environment where we are doing the fieldwork provide risks to the physical or emotional well-being of individuals based on their individual identities?

- Are there consistent, easily accessible private restroom facilities or clean sanitary resources (like menstruation related products) for all individuals to use?

- If there are no easily accessible private restroom facilities or clean sanitary resources in the fieldwork environment you're working in, have you communicated with all team members about the plan for navigating this environment regarding urination and menstruation ahead of time?

Taking action

- Are your team members trained in anti-discrimination, anti-racism, allyship, and bystander intervention practices? If not, can you access some relevant training for your team to engage with?

- What are your plans to address and de-escalate inappropriate comments or behaviors targeting an identity and protect team members from violence?

- How do you plan to connect with local community members both ahead of the field season and during?

- What strategies can you employ in order to make everyone on your team is comfortable and feels a sense of safety in the field?

- What are your expectations for behavior and conduct within your field team?

- How will your team interact with potential collaborators, local contacts, landowners, and neighbors that provide access to field sites?

- How is your team expected to interact with the broader public at and en route to fieldwork in varied cultural contexts? Can you anticipate any potential problems related to these interactions that you are able to mitigate ahead of going to the field?

Additional questions of your own to consider as a team