



# 2023 RESEARCH INFRASTRUCTURE WORKSHOP

JUNE 27 - 30, 2023 • WASHINGTON, D.C.

Developing People & Safety Culture

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UNIVERSITY-NATIONAL OCEANOGRAPHIC LABORATORY SYSTEM

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# Workplace Culture Resources



- Know Before You Go: A Community-Derived Approach to Planning for and Preventing Sexual Harassment at Oceanographic Field Sites <https://doi.org/10.5670/oceanog.2023.112>
- Shipboard Civility Program – 3 Modules
  - Two Videos, including discussion guide
  - Resources for each vessel, posted online and aboard ship
  - <https://www.unols.org/shipboard-civility>
- Report of the Workshop to Promote Safety in Field Sciences, 2021
  - <https://zenodo.org/record/5841983>
  - Community derived report with actionable actions
- Perspective, Ship inspections and hygiene products



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# Know Before You Go: A Community-Derived Approach to Planning for and Preventing Sexual Harassment at Oceanographic Field Sites

TIMELINE RELATIVE TO MOBILIZATION FOR THE CRUISE OF FIELD PROGRAM	CHECKLIST ITEM	CATEGORY
<b>Ideally at least one week prior to pre-cruise meeting or six months prior to the cruise</b>	Identify and review the ship's or hosting institution's code of conduct.	Code of Conduct
	Identify and review the sexual misconduct policy. It should clearly define harassment and assault.	Prevention
	Identify and review the alcohol and drug policy.	Prevention
	Identify and review the pregnancy and nursing policy.	Prevention
	Identify who will be the ship's reporting contacts and one to two additional points of contact in the science party to act as additional resource persons.	Trained Support & Reporting
	Ensure the science party has resources for, and undertakes trainings on, conflict resolution, bystander intervention, and reporting.	Trained Support & Reporting
	Integrate agenda items on safety at sea at all pre-cruise meetings; all email communications should include aspects related to safety at sea as well as logistics and science.	Communication
	Identify resources that are available to you through your own institution, including those on advising and reporting in remote field situations.	Prevention
<b>At the pre-cruise meeting or initial planning meeting with operators</b>	Ask any questions about the existing institutional code of conduct; if one does not exist, inquire about adopting one for the cruise (e.g., from NSF).	Code of Conduct
	Address any questions about the sexual misconduct policy, alcohol and drug policy, and pregnancy/nursing policy to the ship operators. If policies do not exist, inquire about establishing one. (See below if the ship operator does not establish policies.)	Prevention
	Clarify and share policies for privacy, hygiene, sleeping quarters assignment, or changes mid-cruise.	Prevention

<b>Immediately following the pre-cruise meeting, follow up with science party members</b>	If the ship does not have formal and complete codes of conduct and policies, adopt a code of conduct as a starting place for discussion with the science party.	Code of Conduct
	Communicate policies for sexual harassment, alcohol and drugs, pregnancy and nursing, and any cruise-specific details like milestone ceremonies, if relevant.	Communication
	Communicate policies for privacy, hygiene, and science party berthing assignments.	Communication
<b>One to two weeks prior to the cruise</b>	Identify potential safety concerns particular to the specific science group prior to going out into the field.	Prevention
	Ask that each science party member watch the UNOLS "Shipboard Civility - Fostering a Respectful Work Environment" videos.	Prevention
<b>During the cruise</b>	Hold a virtual meeting with the science party to meet one another, go over ship life questions, introduce resource persons, and review code of conduct expectations; consider adding time for a discussion on the UNOLS Shipboard Civility videos.	Module and Code of Conduct
	Make sure safety at sea is on the agenda during the initial safety meeting on site.	Communication
	Introduce the ship reporters and the science party points of contact; if possible, post contact information in main lab and other areas frequented by participants (e.g., the ship's galley or field station canteen).	Trained Support & Reporting
<b>After the cruise</b>	Plan on weekly check-ins on safety and environmental climate; these could be coupled to weekly drills.	Maintaining a Safe Environment
	Send an email to the field party requesting informal feedback on the cruise environment. This could be set up anonymously via Google forms or Qualtrics. It should be done before submission of the post-cruise assessment.	Trained Support & Reporting
	Notify all participants that they are able to submit a formal post-cruise assessment (specific to UNOLS).	Trained Support & Reporting
	Send an email reminding participants of resources, including reporting avenues.	Trained Support & Reporting





# Shipboard Civility: Fostering a Respectful Work Environment



Comparison Guide for Shipboard Civility Modules I & II Videos  
2022 April - Version 1.1

**Objective Statement:**

The goals of these videos are to generate discussion and promote a culture of ultimately accountability by empowering individuals to interrupt toxic behavior. Each person onboard brings their full selves and histories with them so it is important to consider how someone could experience or handle any of these situations as it will differ person to person and there is no right or wrong way.

**Viewing Guidelines:**

Hosting a group discussion of the issues raised in the videos prior to departure can be a valuable exercise in team building and steering conversation amongst colleagues for successful and rewarding research at sea. When engaging with others in this space be mindful of the following:

- ◆ Seek to listen, understand, and learn from others rather than to be right
- ◆ Do not ask individuals to speak for an entire identity; speak only for yourself
- ◆ Honor confidentiality; do not share others' experiences or information without permission
- ◆ Know that others may or may not have had similar opportunities, experiences, and backgrounds as you. Recognize that these contributions are equally valuable.
- ◆ Welcome and provide feedback respectfully and constructively with the intent for mutual growth.

**Content warnings:**

The topics and themes explored during the course of these videos may raise emotions and thoughts to surface that would benefit from acknowledgment and support. It is important to take care of your well-being and to turn to your own networks or provided resources as needed.

**Module I Video:**

- ◆ Body shaming comments made from a male-identifying to a female-identifying character.
- ◆ Critical responses given in an aggressive manner from a supervisor.
- ◆ Suggestive emojis depicting male-identifying to female-identifying physical violence.

**Module II Video:**

- ◆ Body shaming comments made from a male-identifying to a female-identifying character.
- ◆ A male-identifying character judges physical abilities of a female-identifying character.
- ◆ Female-identifying character verbally bullies a male-identifying character.
- ◆ Female-identifying character is touched and teased by a male-identifying character.
- ◆ Consumption of alcohol suggests in a bar setting.
- ◆ Non-binary character cornered and touched inappropriately by a male-identifying character in a bar setting.

Shipboard Civility Modules I & II Videos  
2022 April - Version 1.1

Which of these scenarios if the role on the individuals was swapped. How much more

of your experience in the past. How might your perspective change? How have the

character who takes action vs. a bystander who intervenes could best fit your personality and situation?

How do you feel about the character who is being confronted about problematic behavior. Are you likely to respond out of anger or to receive criticism?

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participating institutions before embarking.

The Maintaining an Environment of Respect Aboard Ships (MERAS) Committee welcomes your feedback and suggested improvements for this viewing guide.

Find us online or email us at [meras@unols.org](mailto:meras@unols.org)

Three module program; two videos, vessel resource guide, and discussion guide.

[www.unols.org/shipboard-civility](http://www.unols.org/shipboard-civility)



# Workplace Culture

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## Culture/Policy

- Policy: Statement of values
- Integrity: Practicing those values over what is easy
- Accountability: Recognize mistakes and make amends
- Reliability: Follow through, being aware of limitations

*Inspired by Dare to Lead, Brene Brown*

## Report of the Workshop to Promote Safety in Field Sciences

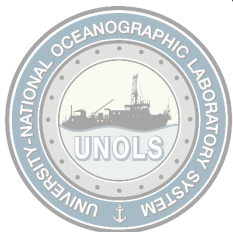




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Operations & Management of NSF Major  
Facilities Best Practices and Lessons  
Learned  
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# Facility Management for a \*Very\* Distributed Facility

- Cybersecurity:
  - No central governance, operators answer to multiple federal agencies and individual institutional policies
  - Scale of marine operations and access to resources vary
  - Shared Satellite Communications for volume rates
  - Engaged with ResearchSOC/OmniSOC, including a virtual CISO and monitoring
  - Standard Cyber Risk Management Plan (CRMP) that can be adopted into the Safety Management System by operators
  - No shared reference architecture



Institution	Type ▾
Louisiana Universities Marine Consortium	OPERATOR
Bermuda Institute of Ocean Sciences & Arizona State University	OPERATOR
University of Washington - School of Oceanography	OPERATOR
University of Rhode Island - Narragansett Bay Campus	OPERATOR
University of Minnesota, Duluth - Large Lakes Observatory	OPERATOR
University of Hawai'i at Mānoa - SOEST	OPERATOR
University of Delaware - College of Earth, Ocean and Environment	OPERATOR
University of Alaska Fairbanks	OPERATOR
Skidaway Institute of Oceanography - University of Georgia	OPERATOR
Scripps Institution of Oceanography - UC San Diego	OPERATOR
Woods Hole Oceanographic Institution	OPERATOR
Oregon State University - CEOAS	OPERATOR
Lamont-Doherty Earth Observatory, Columbia University	OPERATOR
University of Miami/RSMAS	OPERATOR



# MATE Internship Program

- Broad and unique skillsets mean inconsistent in-house training for new Marine Technicians
- Internship program, training specialized workforce
- Recruit from community colleges, landlocked universities without marine programs
- Often hired directly out of the program
  
- Pro: Increased demographic diversity
- Con: Career tracks interrupted by position prerequisites (graduate degree) vs experience/skill gap



Credit: Jared Gursslin, RV Marcus G Langseth