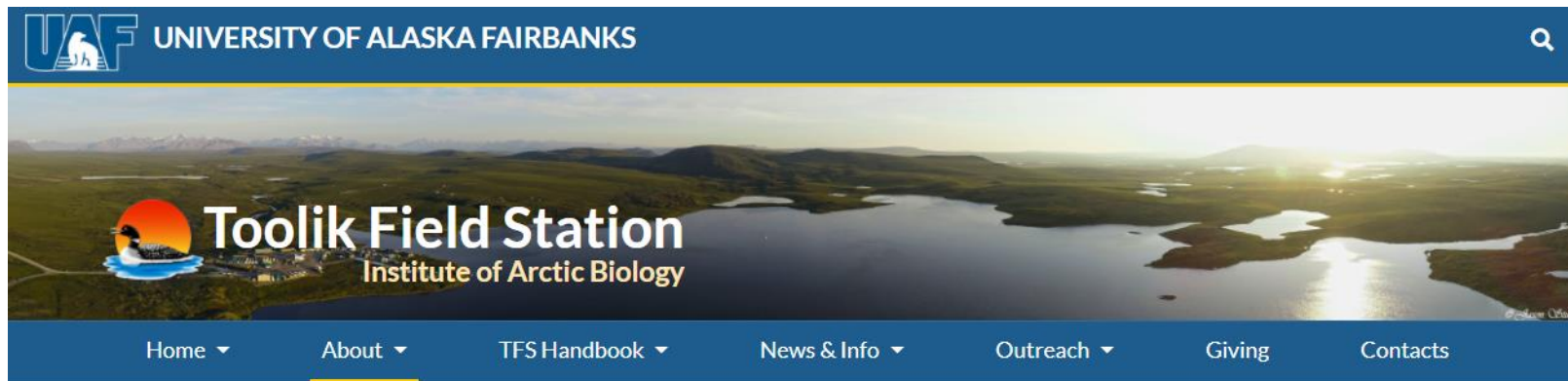




SUPPORTING DIVERSITY STATEMENT ON THE WEBSITE



TFS / About / Supporting Diversity

Supporting Diversity

The Toolik Field Station management and staff stand with all those who are affected by racial and social discrimination. We hear you. We are listening and reflecting to learn more about how we, as a community, can better support Alaska Native people, people of color, and all those who are affected by injustices. We are committed to creating a more open, inclusive, and diverse community within Toolik Field Station. We know this is just the beginning and there is much more work to be done. Moving forward we pledge:

1. To recognize and challenge statements and constructs inside and outside of the Toolik Community that are demeaning, devaluing, or degrading.
2. To make greater efforts to seek out and reach out to BIPOC communities to make them aware of our student internships, [TUNDRA research award](#), and employment opportunities.
3. To provide educational materials for Toolik staff and users to educate themselves on and challenge implicit biases that may be impacting the workplace. We want to share these resources to facilitate growth and foster a community of alliance
 - [Link to relevant literature](#) 
 - [Link to compilation of resources](#) 

IN CAMP DISCUSSION ON DEI ISSUES

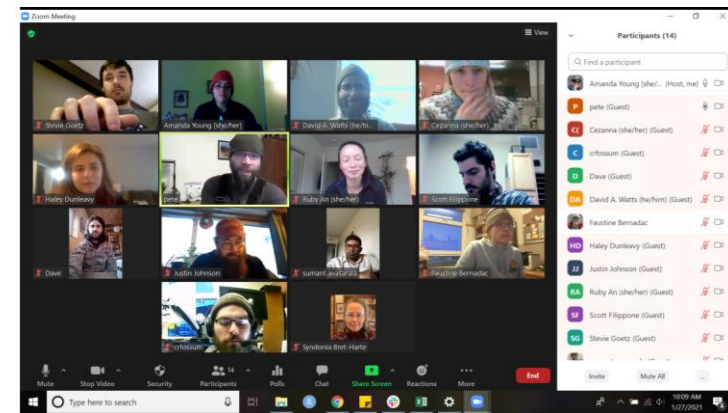
- Action items that we developed at the in camp discussion on DEI issues at Toolik.
 - Identify and offer trainings for TFS staff and researchers to help address discrimination issues more broadly.
 - This past fall some TFS staff participated in the DEI discussions at the OBFS annual meeting and at the Wilderness Risk Management Conference
 - Develop a set of reporting options for discrimination, harassment, and other issues.
 - TFS has a clear reporting system for sexual harassment and abuse but not for other types.
 - Develop a clear zero-tolerance stance on all types of discrimination
 - Add a DEI training module to the annual trainings and quizzes
 - Increase in camp inclusivity through advertised activities, signs, and inclusivity statements posted in camp.

CURRENT EFFORTS - URGE



- Objectives of URGE
 - Deepen the community's knowledge of the effects of racism on the participation and retention of Black, Brown, and Indigenous people in Geoscience
 - Draw on Existing literature, expert opinions, and personal experiences to develop anti-racist policies and strategies
 - Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.
- Develop tangible materials and policies to actively make TFS and anti-racist community.

- Toolik URGE pod is composed of 26 individuals
 - Staff, Graduate Students, Post-docs, and Faculty



- Part of the program is to bring in organizational leadership into the discussion. We will be calling on many of you to join us either as part of the program or when you have time.

Still time to join, email Amanda if you would like to join our pod

CURRENT EFFORTS - URGE



- Through the URGE program our pod will work on developing a number of deliverables.
 - Agreement within Pod and with TFS leadership to work towards an anti-racist community.
 - Develop policies for reporting and responding to complaints.
 - Learning the demographic history of TFS.
 - Develop policies for working with communities of colour.
 - Develop a Field Code of Conduct, revisit the current TFS Code of Conduct.
 - Develop an accountability program.

CURRENT EFFORTS - TRAININGS

Bystander Intervention



Guided training

LGBTQ+ Inclusivity



Guided training
Self-guided training

QPR Training (Suicide Prevention)

- Question
- Persuade
- Refer



Guided training
You tube training video

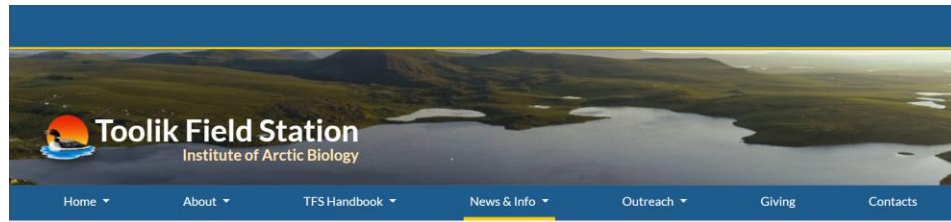
Preventing Sexual and Managing Sexual Harassment and Assault in the Field



Guided training

CURRENT EFFORTS - INCLUSIVITY

Event and Activity Calendar



TFS / News / Toolik Calendar

Toolik Calendar

Signs on Inclusivity and our DEI policies (in development)



Adaptation of Sammy Katta 2020 Diversity and Inclusion Lab Poster <https://sammykatta.com/diversity>

Toolik Field Station

ANTI-RACISM POLICY

RACISM:
 IS ANY ATTITUDE, ACTION (CONSCIOUS OR UNCONSCIOUS) OF A PERSON OR INSTITUTIONAL STRUCTURE THAT SUBORDINATES AND SUBJUGATES A PERSON OR GROUP BECAUSE OF RACE

YOUR RIGHTS

Everyone at Toolik Field Station has the right to be free from discrimination, unlawful harassment, sexual misconduct and violence. No matter who, when, or where it happened, if someone sexually assaults you, threatens you or discriminates against you because of your gender you have the right to get help and continue your education and work.

Residents and employees are expected to conduct themselves in a manner that does not infringe upon the rights of others. Violations will result in serious sanctions.

The Toolik Field Station management and staff stand with all those who are affected by racial and social discrimination.

IF YOU **SEE** SOMETHING **SAY** SOMETHING **DO** SOMETHING

WHAT IS RACISM

Racism refers to a variety of practices, beliefs, social relations and phenomena that work to reproduce a racial hierarchy and social structure that yield superiority, power, and privilege for some, and discrimination and oppression for others. It can take several forms, including interpersonal, ideological, structural, institutional, institutional, structural, and systemic.

TYPES OF RACISM

Structural racism - the underlying, all-around and broad nature of organizations, institutions, and systems that perpetuate the foundation for white supremacy in the country. Structural racism is an organized and systematic way of providing the reproduction and perpetuation of racism and interpersonal racism and includes the hierarchy and rules across society providing the support and reinforcement to maintain and perpetuate racism.

Institutional racism - occurs within and between institutions. Institutional racism is discriminatory treatment, either positive and negative opportunities and results, based on race, produced and perpetuated by institutions.

Interpersonal racism - interpersonal racism occurs between individuals.

Individual racism - individual or interpersonal racism lies within individuals.

REPORTING

TFS Fairbanks Team
 814 N. Tower Blvd. Fairbanks, Alaska 99701
 907.457.2000
 457.2000

TFS On-Site Camp Manager
 2027

UAF Confidential Reporting
 2027

UAF Title IX Coordinators
 2027

UAF Resource and Advocacy Center
 Confidential Advocacy and Support Office
 2027

*Investigations received from Toolik Field Station are handled confidentially and are not subject to public release.

Who are current reporting contacts posted?
 • TFS on-site staff
 • UAF Title IX Office
 • UAF Resource and Advocacy Center
 • The names of on-duty scientific leaders and camp manager will be posted outside the TFS camp manager's office in the dining hall.

CONFIDENTIALITY

Toolik Field Station staff **CANNOT** promise confidentiality. Whether you report to a member of the TFS Fairbanks Team, the TFS Scientific Liaison, or the TFS Camp Manager, that person is required to forward the report to the UAF Title IX Office who will determine if UAF has a Title IX Office at another institution, or other entities are to be contacted. The UAF Title IX Office may contact TFS if an incident is reported directly to them.

If you report to any other TFS staffer, they are required to forward that report to either the TFS Fairbanks Team, TFS Camp Manager, or TFS Scientific Liaison.