INSPIRE RESEARCH SAFETY PLAN

Foundational Principles. INSPIRE seeks to transform geoscientific culture through immersing two training cohorts into the Columbia Climate School and City Tech. To complement and inform INSPIRE's programming, the team must enforce a spirited and ethical Safety Plan to ensure the security, inclusion, personal growth, and creative expression of all participants. Thus, INSPIRE pledges eight Foundational Principles that guide, evaluate, and constrain its proposed worth:

1. Forge a **welcoming and safe environment** within all facets of the research and education ecosystem;
2. Advance **innovative science and knowledge**;
3. **Communicate** across people, teams, disciplines, and societal sectors;
4. Recognize that science is a **team sport**, and acknowledging each person's contributions enables convergence, inclusion, and innovation;
5. Appreciate that **respect** is the foundation of building trust;
6. When going into new situations, **discuss and evaluate risk** of all types;
7. Acknowledge that one may have biases, but that one should all be willing to **talk about and address them**; and,
8. **Evidence-based approaches** should be used to address each and every one of INSPIRE's issues (science, equity, diversity, etc).

Inclusion & Safety. In order to ensure an inclusive and safe research and learning environment, INSPIRE will conduct regular one-on-one and group check-ins with participants. Building community is an important aspect of cultural transformation, and will include engagement by members of the project and mentoring teams who will work together to ensure that Scholars and Fellows are well-paired with supportive and effective mentors and collaborators. They will also help to integrate Scholars and Fellows into each of the research divisions and the LDEO community. All members of the INSPIRE ecosystem - including Scholar and Fellow host and mentors, and PIs - must complete Title IX and anti-bias training through Columbia University, and attest that they have never been the subject of a misconduct investigation.

Community Activities. INSPIRE will work within local communities to develop community-driven research projects, hosted and coordinated by Co-PIs at City Tech. Before working with communities external to Columbia and City Tech, INSPIRE Scholars, Fellows, mentors, and other staff will be briefed and discuss the best way to positively interact with the community they are entering. Training will include sessions on cultural awareness, sensitivity, and etiquette. When safety concerns arise, either from the side of the community or the INSPIRE Fellows/Scholars, the Safety Teams (described below) and Lead PI Ferrini will work with the community or INSPIRE Scholars/Fellows to develop a path forward that mitigates risk and develops a trusting relationship between research institutions and community groups.

Safety Teams. For all cohort participants, an individual's Safety Team will consist of the Associate Director and DEIA Champion from the research division in which their research is focused. The LDEO Assistant Director of DEIA and Lead PI Ferrini will serve as the next level of the Safety Team, and will frequently check-in with individuals, divisional mentor teams, and Scholar/Fellow mentors to ensure a safe and productive work environment that is free from discrimination and harassment.

Incident Reporting & Communications. All project team members will serve as allies available to support any Fellow or Scholar. Incident reporting and communications will be handled through:

1. Enacting an **open-door policy** that gives all participating members the ability to share candid feedback while encouraging ongoing feedback;
2. Ensuring and protecting **confidentiality** so all participating members feel comfortable and safe bringing their concerns to the safety team;
3. Establishing ground rules with **regular check-ins** for participating members (weekly and/or monthly); and,
4. Ensuring that all **communication** is direct and clear.

All members of the INSPIRE research and education ecosystem - especially cohort members and mentors, as well as researchers and students - will be asked to:

1. **Report bullying**, which may include the use of force, threat, or coercion to abuse, intimidate, or to aggressively dominate;
2. Identify examples of unacceptable behavior including, but not limited to, **verbal comments** related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any participant, staff member, service provider, or other guest; and,
3. Report any **perceived power imbalances**, including abusive criticism, humiliation, spreading rumors, physical and verbal attacks, isolation, undermining, and professional exclusion of individuals through any means.

Field Safety. While INSPIRE does not implicitly involve field work in support of research, it is possible that Bridge Scholars and/or Visiting Fellows may be invited to participate in field work related to their mentor or host's research. For any INSPIRE activity that is held in a space external to a CU campus, the project team is committed to ensuring that:

1. All off-campus/field locations are **friendly and safe for all participants** with particular attention to LGBTQ+ and BIPOC participants, staff members, service providers, or other guests;
2. Any warning signs of gender-based misconduct are **identified and reported**;
3. Harassment in the forms of discrimination including a single intense and severe act, multiple persistent or pervasive acts which are unwanted, unwelcome, demeaning, abusive, or offensive are **recognized and reported**;
4. All participants will be encouraged to be mindful of their individual surroundings and the surroundings of fellow participants, staff members, service providers, or other guests, and will **report, alert, and signal** staff if anyone is in distress;
5. Sexual harassment which includes any unwanted and/or unwelcome sexual advances, request for sexual favors, and other verbal or physical harassment of a sexual nature is **identified and reported**; and,
6. Trained members of the project will create a **safety team** for reporting safety concerns for all participants, staff members, service providers, or other guests.