

# Field safety in regard to diversity, equity and inclusion

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# Many risks to assess when planning Arctic fieldwork

- Are the risks the same for everyone?
- Are the necessary measures the same for everyone?
- How does gender, ethnicity, age, health, disability etc influence risk?
- Is failure to consider such issues discrimination?

Broader definition of risk in relation to Arctic fieldwork

→ Includes personal safety



Being a woman is not a risk in itself...

...but being a woman in a world  
designed for men can put  
women at risk



# Safety of women health care workers

Covid 19 infection rate among health personnel...

...in Spain:

Women 75.5%

Men 24.5%

...and Italy:

Women 69%

Men 31%

Source: UN



Photo source: <https://www.theguardian.com/>, credit: Jon Super/AP



# The Gender PPE Gap

Poorly fitting PPE is a particular problem for women

‘standard’ PPE, especially safety harnesses, are not designed to accommodate breasts or hips.

A TUC\* survey found:

More than half of women (57%) said that their PPE sometimes or significantly hampered their work – including 95% of women working in emergency services.

\*Trades Union Congress, a federation of trade unions in England and Wales



Photo source: <https://www.shponline.co.uk/ppe/tfl-launches-womens-safety-clothing-range/>

# It's not just PPE, and it's not just women

## Personal safety

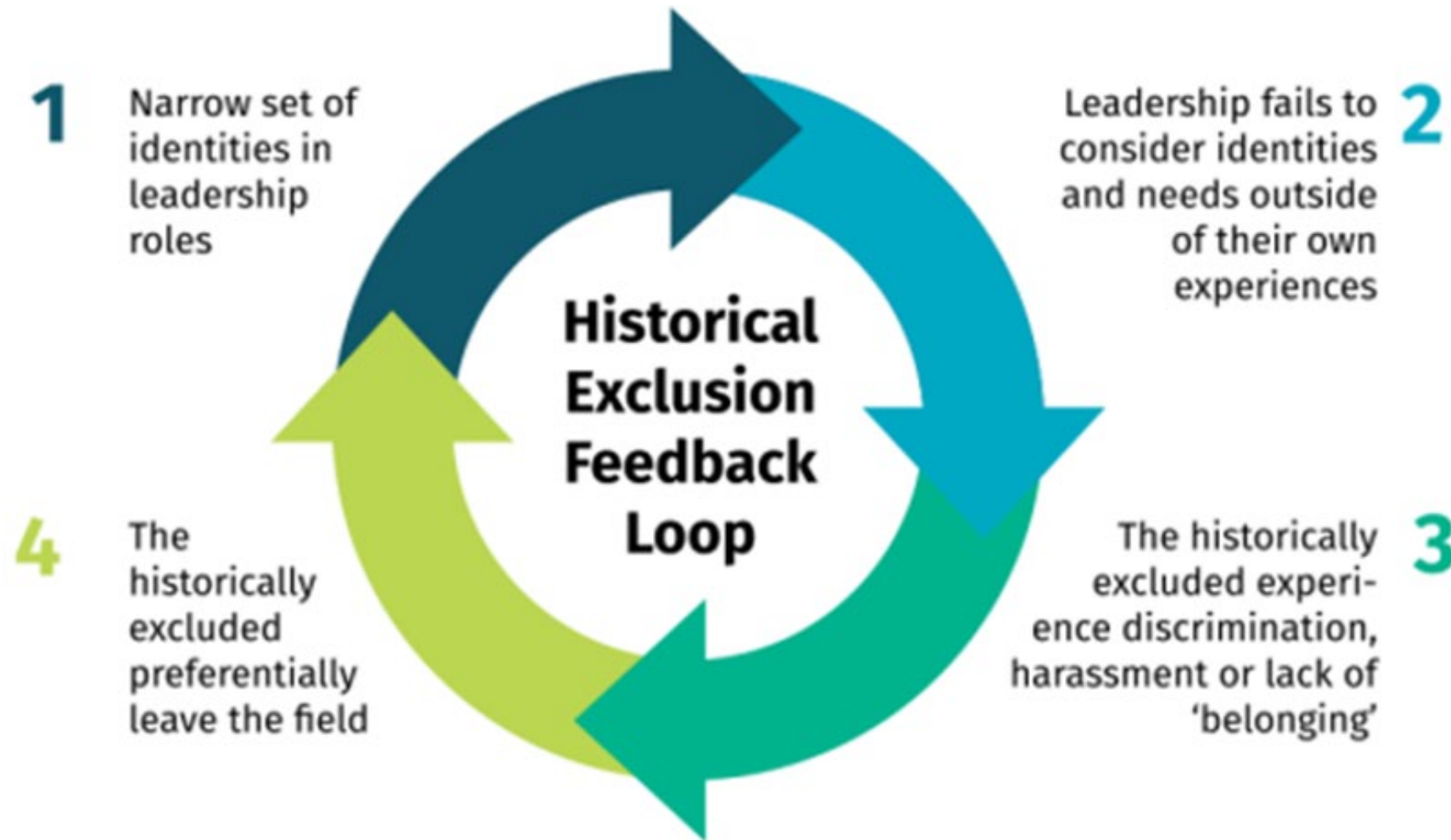
- Toilet facilities in remote locations
- Freedom from abuse, harassment and bullying

## Safety of underrepresented groups

- Minority genders
- Ethnic and cultural background
- Sexual orientation
- Disability and chronic illness
- Intersectionality



# Why do these issues persist?



Greene et al, 2021 (<https://doi.org/10.31223/X53P6H>)

How can we change the focus  
towards inclusion for everyone?



# Lets's talk about it!

For example toilet issues & menstruation

- Different 'solutions'/ practices
  - Rather little official information, very often based on 'try & error'
- Collection of best practice to learn from each others experiences
- Include into field safety manuals

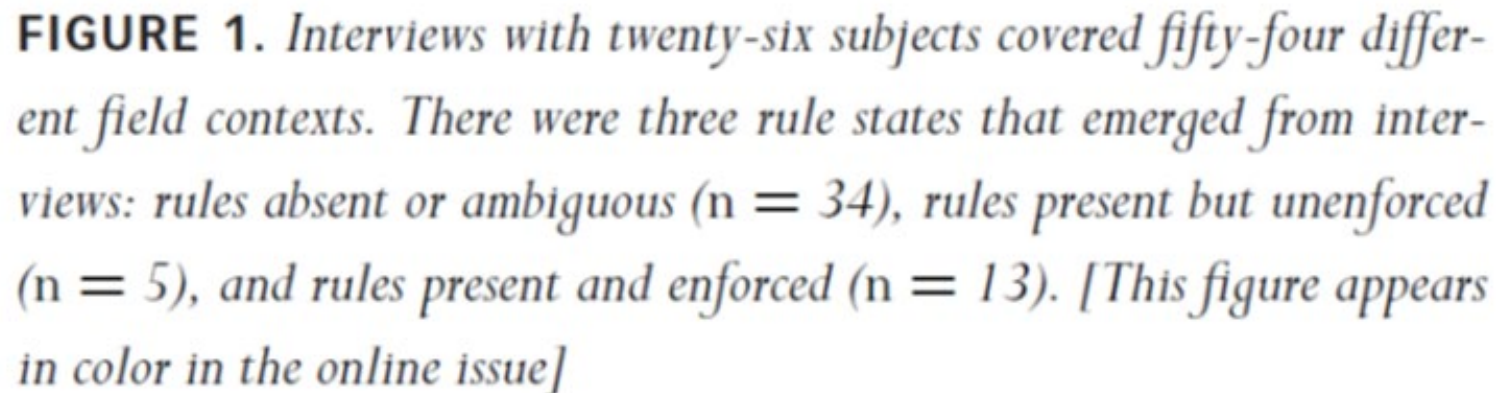


# Why we should talk about it



- *It all comes down to awareness!*
- Need to ,normalize' these topics
- Get rid of ,toxic' shame and stigma





# Why we should talk about it

- ‚Safe space‘ starts at personal safety but affects other safety aspects
  - If people of all genders do fieldwork, we need to make it safe for everybody
- Responsibility of institutions & project leaders to create a safe environment
- Work together to overcome the system?



So ...let's talk!

Thank you!