



## Unlearning Racism in Geoscience

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### URGE Management Plan for University/Organization - Example Deliverable

This should be a plan to incorporate deliverables into your organization as you continue to develop, assess, and finalize policies and resources. You may want to adjust the format of this for more comprehensive plans, but this covers the essentials.

Deliverable	Existing Policy or Resource?	Initial Point of Contact(s)	Where It Is or Will Be Posted	Review/Update Interval	Racial Risk Assessment?	Training Recommended?	Approval, Check, and/or Consequence
Complaints and Reporting Policy	In development, S21	Tom Mozdzer	Geo and Bio Websites	Annually	Yes	No	Probably need admin approval
Demographic Data	Assembled S21	Pedro Marengo	Internal	Annually	No	No	No
Policies for Working with Communities of Color	In development, S21	Katherine Marengo	Internal	To be determined	Yes	TBD	Individual projects might require approval
Admissions and Hiring Policies	Assembled from college policies, S21; student hiring is developed by us, S21	Don Barber	College-wide policies are beyond our control; our department framings are internal	Yearly, several policies currently being reviewed, revised.	Yes. Also, hiring outcomes posted on BMC fact book.	Continue existing training for searches; add Unconscious Bias Training for searches	Subject to college practices and policies
Safety Plan	Developed S21	Arlo Weil	Geo and Bio websites +	Rolling review> a living document	Needs one	Bystander training?	Not needed

# URGE

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			given to students before field trips	that we update with each field trip			
Resource Map	Developed S21	Greg Davis	Geo and Bio Websites	Annually	No	No	No

Additional considerations for each deliverable (use this space to elaborate on table entries, organize it as appropriate for your pod):

- **Complaints and Reporting Policy** - BIO consulting with students and an outside consultant right now to update Complaints & Reporting policy. Still several unresolved questions about this. Admin wants everything to go through the Bias Response system. We might need admin approval to have our own policy here.
- **Demographic Data** -.Difficult to get data because we're Bi-Co and we don't have Haverford data yet.
- **Policies for Working with Communities of Color** - It's possible that, for research that involves people, we might need IRB to approval. It's going to depend on what our policy ends up being.
- **Admissions and Hiring Policies** -.Faculty hiring is college determined, but we need to come up with our own vision of hiring and talk openly about our department culture and expectations. We also need a policy on how we recruit and hire summer research students.