URGE
Unlearning Racism in Geoscience

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URGE Management Plan for University/Organization

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.

Dates	Deliverable Name	Goals
5/24 – 6/4	Demographics	**Now:** Put together survey and figure out plan to disseminate department demographic survey. **Later:** Disseminate survey Come up with a date to end survey and begin data analysis (not in current time period). Present results to department.
6/7 – 6/25	Admission and hiring policy	**Now:** Best practices for advertising/list of places to advertise. Get department to document hiring outreach practices. **Later:** Document and make public all steps of the PhD admissions process and where different types of value judgements are made Make a list of action items/experiences every new student should engage in Figure out what an ideal transition for every student should be and coordinate with faculty to ensure it happens
6/28 – 7/9	Policy for reporting complaints	**Now:** Succinct list of places to report, what should be reported, and how to report (include links) (this will be for department website)

		Department grievance policy: Who deals with these? Think about how department deals with grievances
7/12 – 7/23	Safety Plan	**Now:** Develop a fieldwork code of conduct/expectations Develop department field plan (classes and student/faculty field work) Pre-departure checklist **Later:** Develop a process for reporting incidents at field sites that make students feel unsafe
7/26 – 8/6	Resource Map	**Now:** Develop a resource map for incoming students/faculty for department website. Include a link to a form for people to suggest additions
8/9 – 8/20	Policy for working with communities of color	**Now:** Put together resources on how to acknowledge local communities/indigenous tribes in research results. **Later:** Develop a guidebook on working with local communities Develop departmental requirements around engaging stakeholders