



URGE Management Plan Draft for Byrd Polar and SES at The Ohio State University

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	OSU policies exist, but Byrd policies are in development	Pod Member(s): Stacy Porter, Jason Cervenec, Karina Peggau	On website and shared with members periodically	Reviewed every 2 years	Not planned	OSU Title IX; Minors training required. Implicit bias? Liaisons to help members navigate on demand	Approved by Byrd Exec and members
Demographic Data	No/In Development . ASC is a good resource for demographics for SES.	E&O team (survey for speakers and program requests; separate survey for members)	Internal only/ possibly made public	For speakers and program requests ongoing; for members every 2 years.	Yes	Not planned	N/A
Policies for Working with Communities of Color	No	Pod Member(s): Stacy Porter for now	Post on organization website	Annual review with Diversity & Inclusion	TBD	Yes, options overlap with field safety plan; dependent on	Required reading of best practices for approval

URGE

Unlearning Racism in Geoscience

 **THE OHIO STATE UNIVERSITY**

						team's circumstances	
Admissions and Hiring Policies	OSU policies exist, but Byrd policies are in development.	Mike Durand, durand.8@osu.edu . Other pod Member(s). Byrd members working with our partners that hire and admit	Internal currently, although we recommend that evaluation rubrics be made publicly available	No set interval, recommend annually in general. SES hiring-related material in Patterns of Administration should be reviewed every few years by Diversity committee.	Yes	E&O can share some recruitment and hiring practices, could bring in some other experts from campus or others in geoscience. Search committee training required for faculty hiring by ASC	Approval - search ceased until training is complete
Safety Plan	No/In Development	Pod member: Stacy Porter for now	Will be shared among Byrd members and possibly made public	Annual review with Diversity & Inclusion, and after major incidents	Recommended	Yes – maybe co-hosted with geography, SES, SENR; specialized training dependent on team/field site.	TBD: Failure to submit safety checklist? Safety negligence? Panel review after incident?
Resource Map	No/In Development	Pod Member(s): Allison Chartrand	On website, shared with members periodically, shared with new	Additions on a rolling basis Annual review with Diversity & Inclusion (check	Not planned	Not planned	Not necessary



			members when starting	for broken links, new/outdated resources)			
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Additional considerations for each deliverable:

- **Agreement** - Our agreement will be adapted to request a meeting with leadership about these policies. Updates will also be provided during the monthly Byrd Executive Committee meetings
- **Pod Guidelines** - Our Byrd SES pod will continue meeting routinely to assess and revise our current policies and deliverables and discuss new, future policies and actions.
- **Complaints and Reporting Policy** - Our proposed changes to the current OSU complaints and reporting policies include petitioning for an Ombudsperson for staff and postdoctoral researchers. We also discussed creating a network of staff, students, and faculty who can help Byrd members navigate the complex OSU policies. The policies are outlined in our Code of Conduct. Much of our current effort is going toward ensuring the enforceability of the code and the possible consequences for infractions.
- **Demographic Data** - We have begun collecting demographic data in our Education and Outreach Group which applies to invited speakers and panelists as well as public groups who arrange tours/speaker visits with us. In the coming weeks, we will build out the survey to send to our affiliates once the language has been assessed and approved. In the fall, we will send out a survey to all of our Byrd affiliates to collect demographic data. During our anticipated fall events, time will be set aside to allow attendees to answer the survey. Prior notice of the survey will be given by our director, along with a subsequent email reminder for those not in attendance. These data will be included in a report to be shared with our director and possibly made public with approval.
- **Policies for Working with Communities of Color** - We will be hosting a panel discussion with researchers in our unit who have extensive experience working with communities of color. We also plan to pull together their advice and resources into a policy packet of best practices. This packet will undergo assessment from other Byrd members and possibly external OSU partners (Kirwan Institute; Office of Outreach and Engagement?). Once approved, it will be made available on our website, and our pod will recommend it as required reading for researchers intending to work with communities of color.
- **Admissions and Hiring Policies** - Admissions of students and hiring of faculty is performed at the department level, rather than through our center. Our Education & Outreach team will share some recruitment and hiring practices, and we bring in some other experts from



campus or others in geoscience for advising. The Byrd Postdoctoral Fellowship is under our purview, and we recommend that the evaluation rubric for potential applicants be made publicly available online. We also working closely with the School of Earth Sciences to exchange ideas for their hiring and admissions policies. College of Arts and Sciences requires bias training for faculty search committees. In the future, we will try to ensure diverse selection committees and ample advertisement of open positions on inclusive forums. Removal of the GRE requirement is also in discussion. We are also considering ways to establish pathways for recruiting and supporting.

- **Safety Plan** - The current draft of the field safety plan with anti-racism considerations will undergo assessment from other Byrd members and possibly external OSU partners. Once refined, the safety plan will be available for Byrd and SES members, and the safety checklist will be a requirement before fieldwork. Recommended training is dependent on team and field site. Consequences for safety violations and non-compliance are under advisement.
- **Resource Map** - There is no current resource map, but this will be part of onboarding and/or orientation for new students. Once refined, the resource map will be available on the Byrd website and continually updated. This will be made available as soon as possible to aid the new cohort of students arriving in the fall. No training or approval needed.