

URGE

Unlearning Racism in Geoscience
Cascadia Pod

URGE Management Plan - for the individuals who come from diverse entities across states - Deliverable

This table includes examples of how we each plan to incorporate deliverables into our organizations as we continue to develop, assess, and finalize policies and resources.

Deliverable	Existing Policy or Resource?	Who (type of org/entity) & What	How (A)	Training (B)	Checks / Approvals (C)	URGE lessons learned maintained (D)
Complaints and Reporting Policy	Yes, at OSU	Flaxen (OSU) will not reinvent the wheel. Rather, build on what is there and make it more understood.	Encourage the other OSU URGE Pod to meet with us to share.	Share w/ our college community.	Share w/ our college leadership.	Encourage the creation of a college resource library with all this stuff.
		Flaxen and Emily (OSU) are in the middle of a research project related to policies regarding sexual harassment on ships. Any lessons learned from this could be part of this as well.	Share report from research.	Include these lessons in training.	Share w/ college leadership and others.	Include in the college library.
Demographic Data	(Paul) Independently funded state agency does not currently have resources to collect data					

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	(Sanjoy) Non-profit will collect not-yet-existing Demographic data to be placed on website with board approval	Data will be collected in early summer when our students are here so that we can assess all the different groups of the non-profit.	Google form?	Need to research what are the right questions to ask.	Will have to get Board approval	Do this year after year.
Collaboration	Yes	Emily (OSU) will continue working with an undergraduate research program between OSU, Hampton, and U. Ghana	Monthly meeting organization and program planning		NSF-funded project, annual reports as well as a planned evaluation of the program	Practices that encourage participation of the local community, curriculum development
	(Paul) State agency will work with DEI committed college/university faculty to increase outreach to women, BIPOC, LGBTQ+, and rural students.	State Board of Geologist Examiners	Semi-annual outreach to students			
	Yes	Sofia (WSUV) will work with the BaCE (Building a Community of Equity) program existing at WSUV to connect graduate student TAs to training that facilitates collaboration with communities of color in	Identify fall 2021 BaCE workshops that can be tailored to a grad student TA audience.	Build upon existing BaCE infrastructure (trainings and certificate program).	WSUV Office of Equity and Diversity staff; Graduate Student Association at Vancouver.	Involve communities of color early in the collaboration process; make sure they have creative input into the project direction and will directly benefit (i.e., authorship, data



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		and out of the classroom.				ownership, access to resources, etc.)
	Yes / Somewhat	Sammi (PNNL) will work with her connections within the Ecosystem Science team and NAIP (Native American & Indigenous People) employee resource group to develop a longer lasting relationship between research at PNNL and the indigenous communities whose ancestral land we work on.	Connect co-workers with tribal representatives, host virtual Q&A/Discussion sessions, attend NAIP meetings and set up quarterly check-ins with PIs to gauge progress, work on setting up internships through Heritage University	Participate/build upon anti-bias trainings in place, engage as teams with URGE session 4 info.	Share w/ SBR project lead, team lead, and line management. NAIP to record and maintain relationships post employees hired time	Establish relationships to ensure collaboration is happening at the creative stage of scientific projects and ensure ownership beyond just providing data a (i.e., authorship, presentations, develop research questions, tailor research to indigenous needs, etc.)
Admissions and Hiring Policies	(OSU) Search Advocate program, HR Strategic Recruiting, Office of Equity and Inclusion, Provost diversity initiatives	Simon (OSU) will weave in equity, access, and diverse recruiting in searches	Screening, facilitating committee meetings	URGE, Search Advocate training	Advise hiring official	Holistic and antiracist hiring policies, broad recruiting
	Yes. Examples from other department's holistic admissions and pilot rubric from admissions 2021.	Christine (UW) will advocate for and improve the graduate admissions holistic rubric.	Work with the faculty members in charge of admissions at the sub-department level and graduate advisor	Share material and resources other holistic admissions rubrics, lead discussions to help develop the	Approval of faculty in charge of sub-department admissions, check how many faculty members followed and made	Learned more detail about how other departments set up a holistic admissions process.

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			for the department.	rubric our department.	decisions based on rubric grading.	
Safety Plan		Simon (OSU) will improve accessible experiential learning: specifically, Climate Observations field trip	Update syllabus with a safety plan and with accessible experiences.	A few suggestions examples of this (see here and “resources & references section here)	Share results with the college climate science and compare notes with Geology field trip.	URGE Safety Plan
		Simon (OSU) improve inclusivity and accessibility of qualifying exams (and other grad program milestones?)	Revisit ATS qualifying exam.		Discuss unifying POA exam with POA faculty. Report to College Graduate Programs Committee.	
		Flaxen (OSU) will listen to find the anti-racism option for college decisions.	Listen for this at meetings.	Use URGE and other training resources	Will college leadership agree? Who knows.	Resources readily available.
	Not in our lab group at WSUV.	Sofia (WSUV) will implement the code of conduct and safety plan into her own lab group.	Meet with lab PI and provide draft of safety plan made during URGE; work together to revise.	Review code of conduct & safety plan upon onboarding of any new students, postdocs, or employees in the lab group.	Need approval of lab PI.	Acknowledging the significant risk that comes with fieldwork for some groups, and the importance of clarifying expectations to minimize that risk and reporting methods of fieldwork incidents.

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	Yes	Sammi (PNNL) will continue to participate in team group safety for BIPOC in the field guidelines	Meet with ecosystem team lead to discuss drafts of policy	Use URGE as additional materials to required anti-bias and bystander trainings	Approval of team lead	URGE safety plan deliverable draft and session materials
Resource Map	Yes.	Christine (UW) will improve the lab website to incorporate more resources.	Gather resources and develop a tab on our lab website dedicated to them.	Use URGE and other campus resources.	Approval of faculty members in our lab group.	Resources available online.
		Flaxen (OSU) will build on what is available via the college and make it more understood.	Maybe this will be the first thing that the Cascadia and the other OSU URGE Pod can do together.	Share w/ our college community.	Share w/ our college leadership.	Encourage the creation of a college resource library with all this stuff.