

URGE Management Plan for Colorado College Geosci

This is an update on our deliverables as of May 4th, 2021. We have started a shared Canvas page where we will put all of these resources with a clear 'to-do' list - this Canvas site will also be the resource map shared with visiting and new tenure-track faculty. Canvas is the LMS system our college uses, so we hope it will be maintained for awhile.

| 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 | Yes - College level reporting policy | Heather Horton, Christine Siddoway (Chair) as Department contact | On website already | Under review by Dean of Faculty and Associate Deans of DEI in 2021. Will ask about review interval. | ? Will inquire with Dean Fhagen | Yes | Done at College level |
| Demographic Data - historical and informal collection | Mostly complete | Pod Member(s) | Internal only, Historical timeline posted online in future | Recommend every 2 years | Recommended | Not planned | Not relevant to our pod |
| Demographic Data - college and formalized collection | No | Dean Peony Fhagen | Internal only | Collected annually | ? | ? | ? |
| Policies for Working with Communities of | No | - | Part of Resource Map | Recommend annually | Recommended | Recommended | |

| Color | | | | | | | |
|--------------------------------|-----|--|--|---|-------------|---|---------------|
| Admissions and Hiring Policies | Yes | Handled at the College level by the Dean of DEI's office. | Internal currently, training videos/resources are open | Unclear with new Dean what schedule will be | Not planned | Yes - any new TT hiring committee goes through a DEI training | Not necessary |
| Safety Plan | Yes | Part of all-pod review via Canvas | Internal for faculty | Two years | Not planned | No | Not necessary |
| Resource Map | No | Initially: Henry Fricke will set up Canvas, We will all contribute and use | Post on Canvas | Additions on a rolling basis | Not planned | Not planned | Not necessary |

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

- **Agreement -**
- **Pod Guidelines -**
- **Complaints and Reporting Policy -** The reporting policy relies on College infrastructure since our programs are too small to be anonymous.
- **Demographic Data -** Challenges: College needs to collect and report data to us, including initially planned majors so we know what attrition rate is. Who plans to major vs who actually majors. Coordinate with the College Admissions Office or Ben Moffett to see what data is collected. Bring the demographics data we need to NS Exec and then to further higher-up offices including Associate Dean of DEI. **As a group, (1) come up with the demographic data we need to know; (2) check with Peony and her office to make it happen.**
- **Policies for Working with Communities of Color -** Small department and style of work varies individually. We compiled resources for working with communities of color and lessons learned through our own experiences. This will be part of the Resource Map for new faculty and include encouragement to engage with CoC and links to the Collaborative for Community Engagement.



- **Admissions and Hiring Policies** - Most set by other offices, but **we can make a commitment if we want to hire Riley Scholars**. Note that Riley Scholars CC deadline is in February, in contrast to the larger consortium deadline of May. We have little control over any new tenure track hires. The Associate Dean of DEI offers training that we can/will take advantage of when new hires begin, and will work with Dean Fhagen on any hiring rubrics.
- **Safety Plan** - Safety plan for field/off-campus work with students is complete, with areas that can be personalized for classes and individual field experiences. This will be part of our shared Canvas course and linked with the Resource Map.
- **Resource Map** - Our draft resource map is the only resource map that we are aware of, though the Dean's Office has lists of resources. We will hand our resource map to the incoming tenure-track and visiting faculty at CC in the coming year. In the process, we are creating a Canvas page that maps many of the previous deliverables to the Resource Map and **include actionable items** that we can all edit and contribute to. Henry Fricke will begin this process.
- **Accountability** - Identify a network of 'peer' URGE groups to hold each other accountable, perhaps Keck and incorporating into annual meetings.