URGE
Unlearning Racism in Geoscience

CUNY Earth and Enviromental Sciences Doctoral Program

URGE Management Plan for University/Organization

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	Partial	EO/DEO	On EES website	Recommend every 2 years	Yes/planned	Yes	TBD
Demographic Data	Partial	EO/DEO	Internal, GC Office of Institutional Research	Recommend every year	Yes/planned	Yes	TBD
Policies for Working with Communities of Color	No	EO/DEO	On EES website	Recommend every 2 years	Yes/planned	Yes	TBD
Admissions and Hiring Policies	Informal	EO/DEO	Internal currently	Update annually	Yes/planned	For committee members	TBD
Safety Plan	No	EO/DEO	On EES website	Recommend every 2 years	Yes/planned	Yes	TBD
Resource Map	No	EO/DEO	On EES website website	Recommend every 2 years	Yes/planned	Yes	TBD

Our pod will be meeting again on May 28 to strategize on our next steps: how to turn these deliverables into policy, how to train and incorporate more members of our program into the project, etc. We plan to keep meeting on a regular basis next academic year (and beyond) to achieve our goals. Additional members are always welcome!