

URGE

Unlearning Racism in Geoscience



URGE Management Plan for University of Maryland-Environmental Science and Technology

Recently implemented diversity plan at the college of agriculture and natural resources:

<https://view.publitas.com/agnr-university-of-maryland/agnr-diversity-equity-inclusion-respect-plan/page/1>

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	3B: AGNR DEIR	Title 9 officer	Link above	Fall 2021	Unkown?	Yes, routinely	AGNR DEIR council decides
Demographic Data	ENST DEIR track soon	Stephanie Lansing	Not posted yet	Fall 2021	None yet	Developing plans	ENST DEIR decides
Policies for Working with Communities of Color	None at the moment	-	-	-	-	-	-
Admissions and Hiring Policies	Page 20	-	Link above	Fall 2021	Recommended	Page 19	-
Safety Plan	None at the moment	-	-	-	-	-	-
Resource Map	Included in FAMILIE plan	Stephanie Lansing	To be included with DEIR plan	Fall 2021	Not planned	None yet	-

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

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- **Agreement** - This agreement can be adapted to outline how you will interact and meet with leadership about these policies, as well as regular meetings with key contacts such as diversity/inclusion committees, HR, etc.
- **Pod Guidelines** - Your pod guidelines can be adapted into longer term plans/bylaws, e.g. will this turn into a committee or working group in your organization/institution, will membership/leadership rotate, etc.
- **Complaints and Reporting Policy** - These are proposed modifications to the existing Reporting policy.
- **Demographic Data** - There are issues to work through on how demographic data can be collected and made public, but we will need to work closely with HR on this and it may take several years and/or involvement of additional departments for wider aggregation of data.
- **Policies for Working with Communities of Color** - Racial risk assessment on this deliverable is planned for August, then we will revise the deliverable if necessary. Training is needed for staff, both so they understand the importance of this new policy as well as for how to implement the policy itself. Approval process can be incorporated into travel approval, e.g. check if travel or work will involve communities of color and has this new policy been reviewed and followed in the plans for this trip; consequence of not following policy would be assigned readings and additional training.
- **Admissions and Hiring Policies** - These are proposed modifications to the existing Hiring policy. These are not public currently, but we recommend posting policies (as much information as possible) publicly on the jobs board for potential candidates. Anti-bias training may need to be part of this as the policies are reviewed and updated by staff to ensure bias does not impact the development of these policies, as well as afterward for implementing the policy itself. Approval process would be part of hiring staff (or admitting students), e.g., does your plan to hire a new position adhere to the updated policies.
- **Safety Plan** - This is adding anti-racism specific policies to the Safety policies in the Employee Handbook. Training should be paired with the training for the deliverable on working with communities of color to emphasize the importance of these new policies, and then also on the details associated with implementing the safety plan policy. Approval process can be incorporated into travel approval, e.g. check if racial risk assessment has been done on this travel location; consequence of not following policy would be additional scrutiny on future travel requests, assigned readings, and additional training.
- **Resource Map** - There is no current resource map, but this could be part of onboarding and/or orientation and incorporated into the employee handbook. The approval can be incorporated along with the admissions and hiring policy, as part of a proposal to hire a staff member or admit a student then HR would check that the person they report to has a plan to go through the resource map with them.