URGE
Unlearning Racism in Geoscience

Week 8: Management Plan
For May 6th meeting - a draft

Recap:

Week	Week Title	Deliverable
1	**Racism and Definitions**	**Group Norms and Pod Agreements**
2	**Racism and Individuals**	**Policy for Dealing with Complaints**
3	**Racism and History**	**Statistical Analyses of Program and its History**
4	**Racism and Justice**	**Policies for Working with Communities of Color**
5	**Racism and Accessibility**	**Admissions and Hiring Policies**
6	**Racism and Inclusivity**	**Lab and Field Code of Conduct**
7	**Racism and Self Care**	**Asset Map of Resources to Combat Racism**

Prompt questions:
- What challenges may exist in implementing each deliverable? Which ones will require external feedback / approval? Which can be implemented immediately?
- What checks and balances / approval steps currently exist for ensuring that people adhere to policies that are already in place? (e.g., approval process for reimbursable travel) Are they effective? How are the existing policies enforced?
- How are new policies introduced? What kinds of training or informational sessions are effective and why?
- How will you ensure the policies and resources developed through URGE will be maintained and supported over the long term, e.g. through staff/student turnover?

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What policies/ideas have come out of each week:

Week	Notes
1	- Post code of conduct rules for other groups - on dept website - Publish as a code of conduct for whole department - 'EPS Code of Conduct' (this would fit somewhere like with the mission statement) - Review annually
2	- Department reporting form: https://docs.google.com/forms/d/1V18yc9RYWLJVG0gt1LboWgOSab8Y9DSh7qe69pR24t0/edit?usp=sharing - Publish department policies in a designated tab on website like social science division: https://socialsciences.ucsc.edu/faculty-and-staff/reporting-discrimination_harassment/index.html - Include reporting information (contacts) on course syllabi - Annual anonymous survey to document department culture and receive feedback on areas for improvement; this should be a transparent survey where results are accessible by all, which can be used to hold dept leaders accountable
3	- https://iraps.ucsc.edu/student-statistics/majors.html - EPS demographic data should be openly available on department website - Seminar Diversity Initiative (Create a short questionnaire asking speakers to self report demographic data (optional for speakers to respect privacy)
4	- Working with the American Indian Resource Center, Dr. Hernandez - Resources from American Indian Resource Center https://docs.google.com/document/d/1Pnw3K7treZyjSA53081OB2JXvq9sqaOvBOL6G9XBEHM/edit?usp=sharing - Reach out to Sara French, Interim Executive Director - research collaboration with Local Tribes
5	- Be explicit on website about 'unspoken' admission requirements like contacting professors before applying and have some general instructions about how to email - Need more transparency on how applications are evaluated - Have a list on website of professors accepting/recruiting students
6	Review code of conduct for field classes (EART 109) to include expectations around interpersonal behavior in the field (Especially with regards t harassment and discrimination)

	● Dept-sponsored badge production and use for all field classes and field work
7	● Have this be a living document that is crowdsourced with information from current, new, and prospective graduate students ● Add some resources to GEOPATHS or GEODES webpages

From those policies, think about the following prompt questions:
- Indicate if this is a new policy/resource or modification to an existing policy/resource
- Assess the potential impact of implementing the policy
- Note where the policies and resources will be made publicly available (e.g., in policy booklets, on department/institution websites, etc)
- Provide individuals with policy information and/or relevant training at appropriate times
- Consider what approval steps, checks, and/or consequences (e.g., access to funds, assigned readings, training) should be put in place
- Recommend an appropriate interval for reviewing and updating policies and resources

Priority Action Items:
- Website changes
  - Demographics data
  - Speaker Diversity Initiative
  - Admissions expectations & list of faculty recruiting students
  - Department Code of Conduct
  - Department Reporting Policies
- Field safety badges
  - Ask Matthew about funding for this
- Field walkie-talkies
- Field class code of conducts revisions
- Course Syallabi Updates
  - Reporting information (contacts)
  - Community support (resource center contacts)
  - Field safety