URGE
Unlearning Racism in Geoscience

GRAND VALLEY STATE UNIVERSITY   **GRCC** | Grand Rapids Community College   Muskegon Community College

URGE Management Plan for Grand Valley State University, Grand Rapids Community College, Muskegon Community College

This plan overview incorporates a summary of pod deliverables for our departments/institutions as we continue to develop, assess, and finalize policies and resources.

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 @ institutional level	Institutionally defined	On website already	Not certain	Not planned	Train department faculty to awareness of policies and how to implement	Department level approval for training, check, consequence
Demographic Data	Yes	Specific Pod Members at each institution	Internal only	Recommend every 2 years	Not planned	Not planned	Not relevant to our pod
Policies for Working with Communities of Color	No	To be determined	internal	Not yet planned	Possible	Yes but not planned yet	Approval, check
Admissions and Hiring Policies	Yes	Institutionally defined	Internal currently	No set interval, recommend annually	Recommended	Bias training for hiring committee	Approval, check
Safety Plan	No	Specific Pod	Internal and	Annually, but also	Recommended	Yes	Approval at

		Members at each institution	website	after any major reported incidents			department level. Check, consequence
Resource Map	No	Pod Member(s)	Post on organization website	Additions on a rolling basis	Not planned	Yes – for faculty/staff once created	Approval at department level.

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

- **Agreement** - The pod will continue to meet on a regular basis for at least the next 6 months to prioritize and pursue actions defined by the pod, to connect with leadership and departments and to plan for further implementation beyond the 6-month period.

- **Pod Guidelines** – The Pod will assess the initially defined ground rules and modify as needed to guide the activity of the pod in the near future.

- **Complaints and Reporting Policy –** Each of our institutions has robust reporting systems in place and available through several identified institutional web resources. We recognize a need for more clear systems at the classroom/field trip level to help raise awareness with students about these policies and provide guidance for classroom conversations related to complaints and reporting.

- **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 –** Although this session focused more on policies for working with external communities of color in the context of research, it may be more relevant for our pod to focus more on policies to attract, welcome and retain students and faculty of color into our department communities. (session 8 resources). We also discussed creating a Geoscience or STEM focused lecture series across our institutions to bring in diverse early career speakers to talk about their science with our undergraduate students as a way to increase visibility of diverse scientists and as a potential pathway for collaborative opportunities – this would need funding and Racial Risk assessment.

- **Admissions and Hiring Policies –** Having conversations with leadership and HR regarding hiring practices and recruitment strategies as GRCC tests EBSP (evidence based selection process). Would also suggest bias training for hiring committee participants.

- **Safety Plan –** We discussed creation of a code of conduct that helps define welcoming and acceptable interactions in the classroom and field and provides a framework for discussion with faculty and students to normalize accepting and equitable interactions. We made a first pass at key elements. This needs to be developed, shared with colleagues, evaluated for Racial risk and approved by the departments.

- **Resource Map –** There is not one place for finding resources although many of the elements exist. Creating a resource map for each of our departments/institutions would be an important resource for new, potential and existing faculty.