

# URGE

## Unlearning Racism in Geoscience

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### URGE Management Plan for Humboldt State University

This is a plan to incorporate deliverables into HSU as we continue to develop, assess, and finalize policies and resources.

Deliverable <i>(add links)</i>	Existing or newly created Policy or Resource?	Level of Approval (Departmental, Institutional, System-wide)	Where It Is or Will Be Posted	Review/Update Interval	What we can do now	Long term vision	Trainings Available
<a href="#">Complaints and Reporting Policy</a>	Existing	Institutional, and CSU-wide	HSU website	Approximately every 2 years	Support avenues to report microaggressions, department 'climate'	Multiple feedback loops for students to report experiences, ability of departments to respond and make changes	Dean of Students webinar "Wait You Did What?" Understanding the Student Conduct Process at HSU; Center for Teaching and Learning training "Whiteness and Microaggressions"
<a href="#">Demographic Data</a>	Existing	Institutional	Publicly available on HSU website	Every semester	Discuss demographic data and apparent trends with	The HSU Graduation Initiative and the Strategic Plans for HSU and	Not relevant to our pod



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					department faculty	CNRS both specify goals for enrollment and graduation rates based on demographics	
<a href="#">Policies for Working with Communities of Color</a>	No - our linked resource is a summary with a few recommendations, but no formal policy exists	Pod Member(s)	Internal	Recommend annually, especially after engaging other parties on campus about recommendation	Use our existing connections to strengthen partnerships; expand information gathering efforts	Engaging with Sponsored Programs to formalize policies for research	None at this time
<a href="#">Admissions and Hiring Policies</a> (For grad students and incoming faculty)	Newly created	Pod Member(s)	Internal currently, recommend putting the grad admissions procedure on HSU Geology's website	No set interval, recommend reviewing after first year to make improvements then every other year thereafter	Recommend changes to dept, college and university level	Have dept/university adopt some (or all) of these recommendations	Anti-bias training & DEI training with the HSU equity fellows
<a href="#">Safety Plan</a>	Yes, existing but newly created combinatio	Pod Members	Handout per class	Annually, but also after any major reported incidents...workin g document that	Enforce the code and model the behavior described in	A working document that should be improved upon.	Anti-bias training & DEI training with the HSU equity fellows

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	n from Oceanography and Geology			can be improved upon	the plan.		
<a href="#">Resource Map</a>	Yes <a href="#">Resources &amp; Support</a>	Departmental	Post on organization website	Resources are on various websites, updated as needed	In discussion	Map of resources with links	N/A

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

- **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** - The policies and procedures for reporting at HSU are guided by CSU-wide executive orders (1098, 1097), and the responsibilities and expectations of students are outlined in the Student Code of Conduct. Within the University policy, can create our own policies regarding campus disruption (#16 in student code of conduct). One area we identified for potential development is avenues to report microaggressions or department climate (or culture). Currently, students may report their experiences to the Dean of Students, but microaggressions or unsupportive environments are challenging to address through this process. We see opportunity for connections between the Office of Diversity Equity and Inclusion, the Dean of Students, and departments to explore options.
- **Demographic Data** - Demographic data on students and faculty are collected at an institutional level and are public. Demographic data on invited speakers has not been collected. We might discuss with other departments whether we can reasonably collect this data and publish it in an aggregated way that does not infringe on the privacy of the invited speakers. This might require participation at an institutional level to produce a meaningful sample size.
- **Policies for Working with Communities of Color** - At this time, there are no formal policies in place, although the linked document outlines our existing partnerships and prior work. We recommend revisiting the Summary section of the document periodically to see how we are improving our partnerships. In the short term, existing partnerships can be leveraged to increase engagement with local tribal communities which better support their members, especially youth (for instance, more regular talks, attendance at cultural events, etc). We also want to have a discussion about this with a larger group of HSU science faculty to better understand the experiences of our college at

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large. Longer term visions could (1) leverage the existing satellite campuses at College of the Redwoods to engage more tribal students in geoscience curriculum, and (2) engage with HSU's Sponsored Programs Foundation to discuss how the proposal development process could be structured to more effectively engage and support partnerships with local tribes.

- **Admissions and Hiring Policies** - These are proposed modifications to the existing graduate student admissions process and the faculty 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. Currently, anti-bias training is required of all members of the faculty search committee, but we recommend that they get additional training with the equity fellows at HSU. The faculty hiring recommendations need to be reviewed and approved by the Provost and APS offices and may need to be reviewed annually for a few years. The graduate admissions policies need to be approved by the department level and we recommend annual review for the first few years while they are being implemented to address any issues that may arise or to improve upon them.
- **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** - Humboldt State University has a multitude of programs in place to assist students in connecting to each other and finding their place. That being said, there is no one place to go that lists everything. What would be nice is to develop an interactive map on the web page that had links to resources embedded within, while showing the physical location. No current plans to do this.