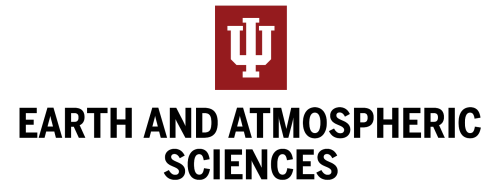


URGE Management Plan for the Department of Earth and Atmospheric Sciences at IU

This is our pod's plan to develop, assess, and finalize URGE deliverable policies and resources.

Deliverable	Existing Policy or Resource?	Responsible Pod Member(s)	Where It Is or Will Be Posted	Review/Update Interval	Racial Risk Assessment?	Training Recommended?
Complaints and Reporting Policy	Yes	Paul	On website already, part of onboarding	Every Year	Not planned	Recommended
<u>Demographic Data</u>	No	Elizabeth and Sam	Internal only for now, as a report once numbers are large enough	Every year	Yes	No
Policies for Working with Communities of Color: training for ethical research	No	Travis and Andrea	Post on organization website, part of onboarding	Annually, along with safety plan and code of conduct	Yes: focus on collaborators and local communities	Yes
Admissions and Hiring Policies	Yes	Simon	Update department protocol, part posted on website	Hiring committee reevaluates regularly, and graduate admission, with check by D and I committee	Recommended as part of D+I committee research	Recommended by D+I committee for hiring and graduate admission committees
Safety Plan - field safety and code conduct	Yes	Travis and Andrea	Public on website eventually, and part of onboarding and/or travel	Annually, but also after any major reported incidents	Yes: focused on protecting students and	Yes



			requirements		staff	
Resource Map	No	Josie and EAGSA/Kirsten	Part of onboarding, available to EAGSA	Additions on a rolling basis, EAGSA annual review	Not planned	No

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

- **Agreement** - This agreement should be updated with our meeting date with Dean Halloran in the Fall, and possibly a presentation to the department in the winter. Membership should be updated with those who are able to participate after summer.
- **Pod Guidelines** - URGE pod's deliverables will be incorporated into this coming academic year's D+I committee goals.
- **Complaints and Reporting Policy** - This is a map of the existing Reporting policies and resources, mostly from the Dean of students office and College of Arts and Sciences.
- **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. This fall, we will submit a request for data to BAR, which will be used as a baseline for annual analysis of progress in diversity.
- **Admissions and Hiring Policies** - These are proposed modifications to the existing Hiring policy. Some of these are currently public, but most are not. We recommend being more transparent with graduate admissions (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 to ensure bias does not impact the development of these policies, as well as afterward for implementing the policy itself.
- **Safety Plan and Policies for Working with Communities of Color**- We plan on incorporating these two together, as recommendations and/or requirements for training and preparation concerning field work, and the development of a department-specific code of conduct. This is adding anti-racism specific policies to the Student code and College of Arts and Sciences policies. Training should be focused on preparing students and faculty for conducting just and equitable research in the field and at the office, with a goal of protecting our colleagues at risk of racial discrimination. 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 new graduate student materials and EAGSA documentation. This should and will be updated by EAGSA regularly, and shared with new



community members.

Other outcomes: We plan on presenting outcomes of URGE to our Department sometime next year. The department's Diversity and Inclusion committee and EAGSA will move forward with these deliverables in the late summer and fall.