URGE
Unlearning Racism in Geoscience

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URGE Management Plan for University of Kentucky, Earth and Environmental Sciences Department

This should be a plan to incorporate deliverables into your organization as you continue to develop, assess, and finalize policies and resources. You may want to adjust the format of this for more comprehensive plans, but this covers the essentials.

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? *UNIVERSAL?*	Additional Considerations
Complaints and Reporting Policy	Yes	UK HR Dept. URGE Liaisons	Website	Annually (Links)	Recommended	Yes	Accessibility Visibility
Demographic Data	Yes	Website URGE Liaisons	Website	Recommend Every 2 Years	Recommended	Yes	*STATEMENT* Mission Vision
Policies for Working with Communities of Color	No	Front Office Superior Website	Website	Recommend Annually	Yes	Yes	Dept. Approval Consequence? Location Writeup
Admissions and Hiring Policies	Yes	UK HR Dept.	Website	Recommend Annually	Yes	Yes	
Safety Plan	Yes	Safety Rep. Superior	Website	Annually Additions on a Rolling Basis	Yes	Yes	Dept. Approval Consequence
Resource Map	Yes	Website Bulletin Board	Website	Annually Additions on a Rolling Basis	Recommended	Yes	Authority Consideration Dept. Approval

- **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 -** This is what was found by the Kentucky Department of Earth and Environmental Sciences Pod at the University of Kentucky on policies for handling complaints, the reporting process, resources, and possible outcomes.

- **Demographic Data -** Our URGE Pod at University of Kentucky utilized public facing demographic data, as well as stated policy goals for under-represented minorities to quantify the university's current position, the direction the university is moving, and whether the current policy is moving the university towards stated goals.

- **Policies for Working with Communities of Color -** This is what was found by Kentucky Earth and Environmental Science at the University of Kentucky on Policies for Working with Communities of Color as well as plans for improved processes and/or needed resources. Training is needed throughout the department in this area, both so they understand the importance of this policy as well as for how to implement the policy itself. This should be included in the respective Handbook, Code of Conduct, etc. Approval process can be incorporated into travel approval, e.g. check if travel or work will involve communities of color and does this travel agree with policy and if this travel or work followed in the trip plans; consequence of not following policy could be assigned readings and additional training.

- **Admissions and Hiring Policies –** The University of Kentucky has already implemented many of these initial hiring practices discussed in this program on paper, however, these policies need to exercised more widely and frequently. Undergraduate and Graduate Admission processes are discussed. Suggested areas of improvement are provided. We must actively recruit from more diverse undergraduate programs and primary education.

- **Safety Plan -** The Field Safety Plan is designed to allow departmental leaders to assess risks and develop mitigation plans to deal with those risks. Although this particular safety plan was primarily adapted for fieldwork, similar safety plans should be developed for mitigating risks and incidents that could occur at the laboratory group and departmental levels. 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 already a database of resources within the university that exists, however, this is not yet easily accessible on the Earth and Environmental Sciences website. Additionally, it is not widely known by students, staff, or faculty that this resource exists. There must be more accessibility and visibility of the resources made available by the university.

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- **Actionable Items to Consider for our Pod**

  - **EES and KGS employees should give an annual Rast-Holbrook seminar (at minimum) on racism in geoscience.**

  - **Specifically address and discuss racism in preparation for each field experience**

  - **Host a white allies group that is dedicated to keeping up with current research on racism. A white allies group would hopefully take the edge off of BIPOC students, faculty, and staff that feel exhausted from educating everyone else on terminology**

  - **Engage with alumni over URGE discussions, especially as white allies**

  - **Create tangible, guaranteed incentives for students and faculty doing DEI work**