

URGE Management Plan for Lamont Campus

Links to previous deliverable PDFs are [here](#)

All documents are posted on the URGE website and on [Lamont's DEI](#) site as well as on the main URGE program [site](#). Version numbering will be implemented so that these documents can be updated with new information in the future. We will work towards increasing the accessibility, editability, and efficacy of specific deliverables and tasks. We recommend and will aim to perform [Racial Equity Impact Assessments](#) on each of these deliverables.

Deliverable	Existing Policy or Resource?	Review/Update Interval	Recommendation	Accountability at Present?	Recent and/or Potential Future Milestones
Complaints and Reporting	Limited	Already reviewed every 2 years	Find a means to combat bullying that does not rise to the level of Title IX	Not relevant to our pod	Information sessions/packets so that people know their courses of action. General info available online, but it is incomplete, and issues of microaggressions and bullying are unresolved.
Demographic Data	Limited	Recommended every semester	Collect thorough data and make it available	Not applicable	Complete data; Data available online; Data available for download and accessible for use.
Working with Communities of Color	No	Recommended annually	Training	No	Availability of training for working with communities of color.
Admissions and Hiring Policies	Need new implementation	Recommended annually and during each hire	HR training	New policies in place	LDEO directorate is actively implementing new policies, has forwarded a diverse list of places for job advertisements; investigating group hires.
Safety Plan	Yes	Recommended annually at start of school year	Create safety plans in Research Group	Mandated by LDEO directorate	LDEO directorate has recently asked each group to develop a mission statement
Resource Map	Limited	Additions on a rolling/semesterly basis	Develop digitized resource map and share resource map online	Crowdsourced data	Inclusive resource map made publicly available

Complaints and Reporting Policy - This a compilation of existing resources on the scale of Columbia University and umbrella institutions, as well as recommendations for establishing more accessible complaint and reporting mechanisms. Concerns have been raised about the lack of infrastructure to report and keep track of incidences of “low-level harassment” (such as bullying) that do not rise to the level of Title IX complaints. We strongly encourage the Lamont DEI Standing Committee to tackle this issue in the near future.

Demographic Data - There are broad accessibility issues with demographic data, but this deliverable shows previously compiled data along with new seminar speaker demographic data. We plan to utilize the [Office of Planning Institutional Research](#) (led by Lucy Drotning) to aid in data visualization and accessibility for our community.

Policies for Working with Communities of Color - There are currently no policies in place; there is a report that includes a compilation of experiences, but that is no substitute for action, which is lacking. There are outstanding requests from the IRI community to Columbia University at large to provide materials / templates / trainings for best practices for working in and with other countries and indigenous communities. Developing relationships and appointing liaisons to interface with communities beyond the Columbia/US community would also be helpful in maintaining and strengthening relationships.

Admissions and Hiring Policies - This is a compilation of current hiring practices and proposed modifications to the existing hiring policies of LDEO/IRI/CIESIN/DEES. We recommend posting Earth Institute-specific open positions on a consolidated website as well as a diverse array of job boards to reach potential candidates. Anti-bias training should be made available for all aspects of hiring and admissions- not just at the senior level. We additionally support the development of a common geoscience graduate application form in coordination with other geoscience institutions.

Safety Plan - The Safety Plan document consists of resources to help make a specific plan for safety in the field, lab, or classroom. It provides an outline, a ‘Dear Grad Student’ letter, and references for future work. We aim to create a Safety Plan template that all researchers and travelers can use and adapt to their region and nature of travel. We encourage lab groups and teachers on campus to work together to create an appropriate plan that ensures safe spaces and inclusivity for all.

Resource Map - The Resource Map that we have created is currently an incomplete, static document. We hope to digitize this resource map into an accessible website or an actual map. Once this is created, it should be open to all to add to and edit, hopefully during hack-a-thon type events to keep the map updated and relevant. This should be shared and discussed widely with all new members of our community.