

URGE Management Plan for MARS

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?	Approval, Check, and/or Consequence
Complaints and Reporting Policy	Yes	Pod Members Lauren Simkins and Jessica Mejia	cryoscilisten	quarterly	N/A	N/A	N/A
Demographic Data	No (not on POD page)	Left to AGU, NSF, other organizations collecting multi-institution data	N/A	N/A	N/A	N/A	N/A
Policies for Working with Communities of Color	Yes	We propose to designate a point person for community engagement and coordinate among glaciological field teams Among us: Leigh will coordinate	N/A	N/A	N/A	Yes. Our pod discussed the need for formal training on community engagement	N/A
Admissions and	Yes	Pod member:	Link	N/A	N/A	Universities offer	N/A

Hiring Policies		Ravindra Duddu	geogradapp.com from cryosci.listen			training for faculty on the graduate admission's committee?	
Safety Plan	Yes	All Pod Members	Medium article(?) cryolist	quarterly	N/A	Yes. Bystander intervention training. PI education on developing a safety plan.	N/A
Resource Map	Yes	All Pod Members	Our website, all of our personal/professional websites.	quarterly	N/A	N/A	N/A

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

- **Agreement -**
- **Pod Guidelines -**
- **Complaints and Reporting Policy -**
 - **Cryoscilisten**
- **Demographic Data -**
 - As a multi-institutional pod, we are not well positioned to collect demographic data on our organization. We note that NSF and AGU are engaged in collecting multi-institutional data and are better positioned to do so. We suggest to post best practices for reaching out to historically underrepresented groups in hiring/admissions on our website.
- **Policies for Working with Communities of Color -**
 - One of our pod's concrete suggestions is to appoint a point person for coordinating community engagement in Greenland. We have discussed this with NSF program manager Paul Cutler during a pod meeting. We propose for our main follow-up work in this area to be continuing advocacy for this position, for example following up with NSF contacts.

- We recognize that there are many more communities affected by climate change/glacier change than only indigenous communities in Greenland. Additional future actions could include supporting education on research or consulting engagement with urban communities, coastal communities, and circum-Arctic communities.
- Post resources on cryosci.listen (more general website?) to support glaciologists who are thinking about community-engaged research, for example encouraging people to step through:
 - Why do you want to engage with this community?
 - Who is already working here?
 - Is your request mutually beneficial?
 - Ice sheet changes tend to have important societal effects far from where they take place - this is different from topics commonly studied in CBPR, so we may need to gather additional perspectives e.g. at AGU
- **Admissions and Hiring Policies -**
 - We focus on graduate admissions best practices, promote student-centered resources such as geogradapp.com
 - Faculty hiring: hard for us to handle as a multi-institutional pod
- **Safety Plan -**
- **Resource Map -**
 - This resource map and the other collected resources we share online could be promoted via:
 - Medium article
 - Cryolist post
 - Short perspective/comment article in a cryoscience journal
 - Include specific recommendations for NSF, for lab groups, etc.

- Volunteered follow-up:
 - Leigh: letter to NSF and related follow-up
 - Jessica + Malisse: website creation/maintenance over summer
 - Lizz: AGU abstract re: connection with distant communities
 - Ravi: collating resources re: grad admissions and support
 - Sophie?: AGU abstract re: MARS URGE findings for Cryo JEDI session
- Path Forward:
 - Monthly Pod telecons over the summer
 - AGU poster presentation
 - Potential IGS paper
 - Coordinating with IGS DEI group