

URGE

Unlearning Racism in Geoscience



URGE Management Plan for Montana State University

Here is our in-flux plan to incorporate deliverables into our organization as we continue to develop, assess, and finalize policies and resources.

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, however information needs to be provided within our department based on different routes	OIE – if you are faculty/staff DISC- if you are a student Academic Advisor Union rep from department	Need to build a flow chart to put on website	Yearly meeting?	Not planned	We likely need to develop this protocol. Need department head buy-in.	There is a yearly report of the number of complaints/reports submitted.
Demographic Data	Yes, office Planning and Analysis	Ian Godwin – reports to Chris Fastnow	Posted online	They run a survey every year	Not planned	Not planned	Not relevant to our pod
Policies for Working with Communities of Color	Indian Education for All is available – other communities of color less served	TBD	Posted on website - Myinfo	Annually evaluated	Not planned	We likely need to develop this protocol. Need department head buy-in.	No consequences currently
Admissions and Hiring	Yes, although improvements	HR for staff positions	Internal currently	No set interval,	Not planned	Recommend that more faculty be	NA

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Policies	could be made	Department Head – hiring committee		recommend annually		trained (e.g. bias, questions that can't be asked) prior to a hire	
Safety Plan	Not at department level, only at an individual lab /class level	Department Head, Individual PIs	Internal currently	Evaluate annually, perhaps at faculty retreat	Not planned	Agreement and discussion of a set of documents	Approval between PI and student
Resource Map	Being developed	Department Head-website	To be posted on organization website	Additions on a rolling basis	Not planned	No	Approval

Residual idea we want to pursue:

- Track how reporting works through the entire process from both the student and faculty/staff level
- Understand the safe spaces on campus
- Create a safety plan, and potentially a DEI syllabus, to implement in the department
- Establish a way of tracking the recruitment and retention of POC in our department that doesn't burden the POC
- Create a student handbook that focuses more on the 'healthy living in Bozeman' point of view
- Incentivize DEI work in the annual review?
- Invite seminar speakers that are POC in areas we want to hire
- Tracking students. How many leave the major and what is their ethnic identity. Perhaps an optional survey that Meredith sends when a student leaves the program

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- Highlight the career paths that students take with a degree in our program
- Apply for the AGU Bridge program once these things are established
- What are the students doing after they leave- build an alumni network so that we know what jobs they are currently in. Also, might be a way to ask them to give to our department through Giving Day.
- Being more transparent with funding for TA and RA in our department and how that might change through the course of their degree.
- Vote to get rid of the GRE?
- Post student handbook