



URGE Management Plan for NAGT Geoscience Education Research Division

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	Scott, Emily	On website already (Needs to be more visible)	Approved in 2020, POD recommendations proposed	Not planned	Not planned	National NAGT
Demographic Data*	No	Zo, Kim, Emily	Internal only	Review current data now, Recommend that GER secretary analyzes every early spring (inform our other activities)	Recommended	Not planned	
Policies for Working with Communities of Color	No	Susan	GER toolbox (working with research participants and approaching new collaborators)	Additions on a rolling basis, Recommend every 2-3 years	Yes	Yes	JGE checks
Admissions and Hiring Policies*	No	Kelsey, Emily	Some components internal, others on website and in newsletter	Continue to revise over summer, Recommend annually	Recommended	Not planned	Approval
Safety Plan	n/a to our division, but						

# URGE

Unlearning Racism in Geoscience

	elements of the plan can be found in the resource map document						
Resource Map	No	Kelsey	Post on organization website; some elements are recommendations for NAGT	Additions on a rolling basis, update pre-EER each year	Recommend	Not planned	Approval

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

- **Agreement** - This agreement can be adapted to outline how our group 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** - We will adapt our pod guidelines as we consider how our pod will continue our work (e.g. as a committee or working group in your organization/institution, will membership/leadership rotate, etc.
- **Complaints and Reporting Policy-** We have proposed modifications to the reporting policy that we plan to share with the national NAGT leadership and DEI committee..
- **Demographic Data** - We have recently gathered all of the demographic data that we have on our division from the national organization. We plan to analyze the data in aggregate for discussion at the GER division level. We don't plan to make the data public, but will use the data to make sure that we are making headway on our DEI goals.
- **Policies for Working with Communities of Color** - Our pod found various papers (in addition to what was provided by URGE) that would help guide this work. Our plan is to summarize the information to be included in the [GER toolbox](#)
- **Admissions and Hiring Policies** - We have proposed modifications to our invited speaker, awards, scholarship and officer procedures in order to mitigate bias in our evaluation of the candidates. We will implement rubrics to guide our evaluation of the proposals/applications/potential awardees.



- **Safety Plan** - n/a
- **Resource Map** - We plan to have this available on our website along with the other materials developed as part of the URGE work this spring. Elements of the map will need to be discussed with the national organization before we implement at the division level.