



Unlearning Racism in Geoscience

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Deliverable 8

Management Plan

Last Updated: May 14, 2021

URGEO

Unlearning Racism in Geoscience

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Royal Netherlands Institute for Sea Research





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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	Partial	Merve Öztoprak	NIOZ Intranet	Review NIOZ specific policies every 2 years	Not planned	Not planned	Not relevant to our pod
Demographic Data	No	Darci Rush	Internal only	Recommend annually	Recommended	Not planned	Not relevant to our pod
Policies for Working with Communities of Color	No	Gonçalo Piedale	NIOZ Intranet	Recommend annually	Recommended	Yes	Approval and Consequence
Admissions and Hiring Policies	Partial	Zoë van Kemenade	Internal only	No set interval, recommend annually	Recommended	Yes	Approval
Safety Plan	No	Scott Maxson	NIOZ Intranet	Every 2 years, but also after any major reported incidents	Not planned	Yes	Approval and Consequence
Resource Map	No	Nora Richter	NIOZ Intranet	Additions on a rolling basis	Not planned	No, not staff-wide but only with HR	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 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 - These are a consolidation of existing policies, notes on absent policies, and recommendations for the future.

Demographic Data - There are issues to work through on how demographic data can be collected and made public, but we will need to work closely with HR on this and it may take several years and/or involvement of additional departments, organizations, and government agencies for this aggregation of data.

Policies for Working with Communities of Color - Racial risk assessment on this deliverable is planned for August, then we will revise the deliverable if necessary. Training is needed for staff, both so they understand the importance of this new policy as well as for how to implement the policy itself. Approval process can be incorporated into travel approval, e.g. check if travel or work will involve communities of color and has this new policy been reviewed and followed in the plans for this trip; consequence of not following policy would be assigned readings and additional training.

Admissions and Hiring Policies - These are summaries of and proposed modifications to existing Hiring policies. These are not public currently, but we recommend posting policies (as much information as possible) publicly on the jobs board for potential candidates. Anti-bias training may need to be part of this as the policies are reviewed and updated by staff to ensure bias does not impact the development of these policies, as well as afterward for implementing the policy itself. Approval process would be part of hiring staff (or admitting students), e.g., does your plan to hire a new position adhere to the updated policies.

Safety Plan - This is adding anti-racism specific policies to the Safety policies in the Employee Handbook. 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 no current resource map, but this could be part of onboarding and/or orientation and incorporated into the employee handbook. The approval can be incorporated along with the admissions and hiring policy, as part of a proposal to hire a staff member or admit a student then HR would check that the person they report to has a plan to go through the resource map with them.