

# URGE

Unlearning Racism in Geoscience



## URGE Management Plan for University of Oklahoma

Plan to incorporate deliverables into your organization as you 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	Aisha Owusu Elinor	On website already	OU HR and Legal review needed	Not planned	Not planned	OU HR and Legal review needed; Consequence
Demographic Data	No	Ben S., Hrag N.,	Internal only	Recommend every 2 years		Not planned	
Policies for Working with Communities of Color	No	Aisha Owusu, Emma Kuster	Post on organization website	Recommend annually	Yes	Yes	Approval and Consequence
Admissions and Hiring Policies	Yes	Elinor, Kato, Aisha Owusu	Internal currently	Recommend annually		Yes	Approval
Safety Plan	No	Emily T., Olivia V., Pat H. Kato	Internal currently	Annually, but also after any major reported incidents		Yes	Approval and Consequence

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Resource Map	No	Kelsey B., Elisa M., Brian G. Emily T.	Post on organization website and handbooks	Additions on a rolling basis	Not planned	No	Approval
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The two Colleges in this POD are Mewbourne College of Earth and Energy and the College of Atmospheric and Geographic Sciences. The management teams and D&I councils in each College are working on some of these deliverables and this plan will assist with continued coordination of these policies across the two Colleges. Ideally each deliverable will have a point of contact from each College.

Additional complications exist due to the large number of research units and centers at the University of Oklahoma. While many fall under the Colleges, there are also federal entities (e.g. NOAA, USGS) where changing policies is more complex.

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

- **Agreement** - Adapt to outline how we 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** - Pod guidelines to be adapted into longer term plans/bylaws for D&I committees/councils
- **Complaints and Reporting Policy** - These are proposed modifications to the existing Reporting policy. Accountability aspect needs discussions with OU legal and HR.
- **Demographic Data** - Data collection versus making current data public. Work with HR on collection i.e. what data types should be collected. At the unit-level, which data should be made "public" and/or shared within the community. We will need to work closely with HR

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on this and it may take several years and/or involvement of additional departments for wider aggregation of data.

- **Policies for Working with Communities of Color** - Racial risk assessment on this deliverable is required - need to work with OU D&I, OU community engagement and VPRP. 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 proposed modifications to the existing Hiring policy. 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 for all search committee or admissions committee members.
- **Safety Plan** - This is adding anti-racism specific policies to the Safety policies. Systematic changes for field work approval is needed as well as trainings. 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 staff, faculty, and student handbooks. Resources available on unit websites. Plan to go through the resource map with new students.