



URGE Session 8: Accountability

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.

	Pod member point of contact	New policy/ procedure, or resources	How would you introduce this new policy? Who would you need to meet with internally / externally?	What accountability currently exists for this or similar policies? Is it working?	What can be implemented immediately?	Where will it be posted?	Recommended training?	Major obstacles / challenges	Potential impact of this / these policies	How will we ensure these policies get implemented? How often will they be reviewed, and by whom?
Deliverable 1 - Complaints and Reporting Policy	Melissa Ward	<p>UCD</p> <p>1) Transparency around when complaints would be elevated to the police</p> <p>2) Victim-centered reporting policies, rather than policies shielding the uni's from legal suits.</p> <p>3) Lab and department level counseling/reporting rather</p>	<p>2) Dawn is in conversation with UCD HDAPP and others on this. Very long-term project.</p> <p>3) ARAC is working for new EPS reporting policy</p>		<p>Help ARAC develop a reporting policy, provide feedback, and assist in implementation</p> <p>Update syllabi and present information on reporting, responsible employees, Title IX, etc.</p>	UCD 3) Dept web site; posters in dept	UCD 3) Train those responding to dept level reporting.	UCD 1, 2) Reporting processes are treated as legal requirements, and responses to suggestions of changes are met with arguments of legal liability. The attitude needs to be shifted toward prevention while	<p>1) Improved trust, less unnecessary police involvement</p> <p>2) Improved support to victims. Possibly increased willingness to report issues.</p> <p>3) Potential to address issues before they become more severe.</p>	<p>UCD: 1) Committee evaluating role of police on campus had the potential to do so - but they aren't taking a social justice approach.</p> <p>2) Dawn will continue to work with others on campus over years on this.</p> <p>3) ARAC will work with dept members to</p>



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Deliverable 3	Tessa B.	Departmental-N, Institutional-Y	Department chair, VC for Undergrad, VC for Grad, ARAC	UCD: Data can be used by specific people in dept. Reviewed with program reviews every 5 or so years.	Transparent demographics-enrollment, faculty, staff, retention? Job hire..?	Good question	UCD: Grad studies admissions consultations; STEAD training for faculty hires	UCD: Policies on anonymity of data		
Deliverable 4 - Racism and Justice	Claire McKinley	Y Having a mechanism in place that prompts folks to reflect on their goals Something that helps folks determine when a community advisory board is necessary Training on data sovereignty Communities get to co-guide research Write	Committees governing promotion to tenure	Little to none To a very small degree in the IRB	Presenting information about best practices so folks have the resources. Implementing a well written policy for our research metrics Would be good to come up with good policy for our departments to hold ourselves accountable, and for policies regarding promotion	Dept websites	Training on data sovereignty			



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Deliverable 7	Meghan Zulian	Combo of new and existing content	Speak to Mandy and Vice Chair for Grad Affairs to ensure materials reach incoming students; Janice will need to adjust the graphics for posting.	N/A	Can immediately finish putting together materials and get them up on department site and/or into incoming student materials	Dept. Website; posters in dept.	N/A	Ensuring materials are relevant + finding folks to help make one for BML	Easier time finding community and important resources	Can put them out, solicit feedback from incoming grad students, recommend re-eval every 2-3 years
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