



Unlearning Racism in Geoscience

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URGE Management Plan for SLCC Geosciences

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	Geosciences Faculty	On SLCC website already	SLCC Policy	Don't know	No	N/A SLCC Policy
Demographic Data	No	Chris Johnson	Internal only	Recommend annual review	Don't know	Yes, every year.	Geosciences Faculty
Policies for Working with Communities of Color	No	Adam Dastrup	Internal only	Recommend annual review	Don't know	Yes, every year.	Geosciences Faculty
Admissions and Hiring Policies	Yes	Geosciences Faculty	Internal currently	SLCC Policy	Don't know	Yes, every time a new full-time faculty is hired.	N/A SLCC Policy
Safety Plan	No	Chris Johnson	Internal only	Create formal plan by September 2021. Review annually and update if needed.	Don't know	Yes, once plan is formalized, for any new faculty, and any time it is updated	Geosciences Faculty
Resource Map	No	Maura Hahnenberger	Internal only	Create a new hire mentoring plan by August 2021.	Don't know	Yes	Geosciences Faculty



Additional considerations for each deliverable:

- € **Complaints and Reporting Policy** – No changes.
- € **Demographic Data** – At the beginning of every fall semester, the department will do an IRR data request to determine who has formally declared a major in the various programs in the dept. (Atmo, Geog, Geol, and Surveying), along with their demographic data. This will be tracked annually so we can establish goals and make changes to reach those goals. Chris can lead this effort since he has experience working with IRR data requests.
- **Policies for Working with Communities of Color** – No current changes planned.
- **Admissions and Hiring Policies** – The college has recently revised this and we now have a search advocate on the committee training in more equitable hiring practices.
- **Safety Plan** – A field health and safety plan will be developed for the geoscience dept. In June 2021 Chris Johnson met with the college dean and provost and discussed Risk Assessment Dept. The Provost has put Chris in touch with VP David Hubert and Lucy Smith in Engaged Student Learning to work on this issue.
- **Resource Map** – A faculty new hire mentoring plan will be created by August 2021. The geoscience dept. is currently hiring a fourth full-time faculty member for August 2021.

In summary, there are several action items:

- 1) **IRR data request for program majors and demographics** – Chris
- 2) **Field health and safety plan work with Dean, Provost, and Risk Assessment** - Chris
- 3) **Mentoring plan for newly hired faculty** – Maura
- 4) **Update adjunct hiring job site** – Adam
- 5) **Each program try to increase diversity of adjunct pool** – Chris, Maura, and Adam
- 6) **Meet with faculty of color to hear their experiences at SLCC**
- 7) **Increase collaborations with faculty of color in SME**
- 8) **Invite diverse scientists as guest speakers in classes**