

# URGE

Unlearning Racism in Geoscience



**GENESEO**  
THE STATE UNIVERSITY OF NEW YORK

## URGE Management Plan for SUNY Geneseo – Department of Geological Sciences

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	There is a college-wide reporting policy, not a GSCi dept. policy	robbie routenberg Sasha Eloi-Evans Sarah Frank Marcus Foster	On GSCI wiki	Will be reviewed once a year by DEI task force	Possibly	Possibly	Potentially external reviewers of policies (other dept.)
Demographic Data	Yes	Geneseo Fact Book, OIR	On Factbook website On GSCI wiki	Will be reviewed every 2 years	Conduct along with STEM climate survey	Not planned	Report/share with other STEM departments
Policies for Working with Communities of Color	No resource college wide or for department	DEI Taskforce	On GSCI wiki	Recommend annually	Yes	Yes, ACCC, DICE	Check (from places where we work, who we work with) and Consequence

							(payment, presentations, reflective assessments)
Admissions and Hiring Policies	Yes, college wide and we are improving on the GSCI dept policy	Chair of GSCI dept.	On GSCI wiki	Will be reviewed once a year by DEI task force in early Spring (Jan/Feb)	Yes with yearly reviewing	Yes, ACCC	Potentially external reviewers of policies (other dept.)
Safety Plan	Yes, we have a working GSCI field safety plan	Scott Giorgis	On GSCI wiki	Annually, but also after any major reported incidents	Yes, prior to each trip	Yes, mental health first aid and UPD safety training	Check prior to trip and review plan and Consequences such as training and working with study abroad
Resource Map	No college wide summary resource map or dept. resource map	Jackie Wittmer Malinowski	On GSCI wiki	Additions on a rolling basis (updated at least once a year prior to the start of the academic year)	Not planned	No	Not relevant

- **Agreement** – The POD agreement with administration will be used as a template/model for future DEI task force meetings and discussions with other groups on campus (such as the Office of Accessibility Services, Office of Diversity and Equity, Admissions, HR, etc.)
- **Pod Guidelines** – The POD guidelines will be used for the SUNY Geneseo Department of Geological Sciences DEI task force bylaws and guidelines for discussion. The DEI task force will have a task force leader with similar responsibilities as the POD leader. DEI task force members will participate in monthly task force meetings where we plan to collaboratively work on action items developed from URGE.

- **Complaints and Reporting Policy** – Much of the complaints and reporting that is done at Geneseo is through a few programs at the college (<https://www.geneseo.edu/diversity/procedures>) but our department lacks a reporting and complaint policy for undergraduate student majors. We propose as a task force to create a STEM reporting system with all science departments involved where a subcommittee of STEM members review complaints and reports. We also will have clear statements about classroom civility in each of our classes and more ongoing discussions about microaggressions.
- **Demographic Data** – Demographic data is collected by the college and does a decent job in collecting overall demographic information for the undergraduate population. To create an internal climate survey of STEM-identified students, we will Develop a survey for STEM identified students about their experiences and motivations as part of STEM (Stoke's critical incident technique) and their perception of the STEM climate. To be taken in the first year and end of junior year. To increase diversity in our department, the task force will explore options such as participating in study-abroad programs that will have visiting geology major students from non-english speaking institutions be part of the department for one semester or a full academic year. We will also look into offering college credit online or in-person classes for URM high school students, and develop resources to support BIPOC members of the department in the Geneseo community (advocate for changes in the town of Geneseo to be more welcoming).
- **Policies for Working with Communities of Color** – This policy needs a lot more development and introspective work. It is suggested that a racial risk assessment on this deliverable should be done during the academic year of 21-22. We should revise the deliverable with more clear review of the ethics and training needed to be better at communicating with BIPOC and indigenous communities. 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. Once this policy is completed, there will be a check and consequence process where faculty and students performing research or other activities must check if travel or work will involve communities of color and whether or not this new policy been reviewed and followed in the plans for this trip; consequence of not following policy would be in the form of assigned readings and additional training.
- **Admissions and Hiring Policies** – The task force will propose and modify the existing hiring policies for undergraduate learning assistants, internal scholarships and awards. Anti-bias training may need to be part of this as the policies are reviewed and updated by task force members 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 or awarding students e.g., does our plan to hire a new position adhere to the updated policies. Admission policies are done at the administrative level, but as a department we can improve how our letters of recommendations that we write are more supportive for students. We can also support the SUNY central motivation for becoming test optional in the future.
- **Safety Plan** - This is will include adding anti-racism specific policies to our Field Safety Plan. ACCC and mental health first aid 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 not an explicit and coherent resource map for both undergraduate students and faculty at Geneseo. The task force plans to continue to add to and build both resource maps for students and faculty/staff at Geneseo. The resource map will be incorporated with the admissions and hiring policy, the DEI task force needs to check that new staff/faculty and students have easy access to these resource maps.