URGE Unlearning Racism in Geoscience

UNIVERSITY OF CALIFORNIA MERCED

URGE Management Plan for **UC Merced Life and Environmental Sciences Department**

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.

Deliverable	Existing Policy or Resource?	Initial Point of Contact(s)	Where It Is or Will Be Posted	Review/Update Interval	<u>Racial Risk Assessment</u>?	Training Recommended?	Approval, Check, and/or Consequence
Complaints and Reporting Policy	Yes	Michael Salvador Director of the Office for the Prevention of Harassment and Discrimination (OPHD) and Title IX Officer msalvador2@ucmerced.edu (209) 285-9510	Posted publicly: Office for the Preventing of Harassment and Discrimination, DVSP: http://dsvp.ucmerced.edu UC Merced Bias Incident Response Team: https://birst.ucmerced.edu/	Determined by campus and UC system	We are not aware of what assessments are used in creating these policies, but they are publicly provided for consultation before changes are made.	Yes, the following relevant trainings are required for all UC employees: - Sexual harassment prevention training. - University of California Ethical Values and Conduct	Not relevant to our pod
Demographic Data	Yes	All pod members Center of Institutional Effectiveness Analytics Hub: analyticshub@ucmerced.edu	Posted publicly: UC Merced demographics reporting site: https://cie.ucmerced.edu/analytics-hub UC workplace diversity site: https://www.universit	Annual updates? Not sure whether Tableau links can be dynamic.	Recommended? Ie, ensure though CIE that individual anonymity can be preserved for different groups/categories	No	Not relevant to our pod

			yofcalifornia.edu/info center/uc-workforce-diversity				
Policies for Working with Communities of Color	No	All pod member(s)	Internal Box folder?	Ongoing, revisit at least annually	Yes, should be required	Yes, recommended	Unsure how to implement
Admissions and Hiring Policies	Yes	Pod member(s): Teamrat Ghezzehei, Brendan Harrison	Internal Box folder?	Ongoing, revisit at least annually	Recommended	Yes, required for faculty on search committees (implicit bias training) Yes, recommended for grad admissions committees as well.	Faculty Hiring: Does the Faculty Equity Advisor ensure compliance? Grad Admissions: unsure how to implement. Enforced by grad group chair or Admissions committee chair?
Safety Plan	No	Pod member(s): Jessica Blois, Corey Shaver, Anna Jurusik	Query UCM EHS to see whether this is something we can universally update in the campus template; if not, then make this available to LES/QSB/ES faculty via Box, or potentially via LES	Every 2 years?	The questions listed in the racial risk assessment can be used as a guide to the types of questions that should be included in the	Yes, recommended.	Unsure how to implement

			website.		field safety plan.		
Resource Map	No	Pod member(s): Becca Ryals, Corey Shaver	See notes below	Ongoing, revisit at least annually	Not planned	Not relevant	Not relevant

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

- **Pod Agreement** – Not sure this is useful any longer. UC Merced leadership did not sign on, but LES leadership is engaged and implementing the guidelines.

- **Pod Guidelines** – Use these as a model to develop LES faculty principles of community? Already implemented to a large extent in the ES grad anti-racism seminar? How to extend/include to ALL students and faculty in LES labs?

- **Complaints and Reporting Policy –** These policies are often set by the university. Navigating them, and figuring out which apply and who to contact, can be difficult. It may be best to simply link directly and only to the Office for the Preventing of Harassment and Discrimination to reduce confusion / lead to stale links. But, because filing a complaint may seem 'more serious' through some of those resources, we have also linked to the campus Bias Incident Response Team website.

- **Demographic Data** – Should we work with CIE to get more 'local' data? Not sure if this would be provided for the department level, but it would be nice to know (and perhaps present a tableau on our website) of demographics for our faculty (LES), grad students (ES and QSB), and undergrads (stats for BIO and ESS majors).

- **Policies for Working with Communities of Color** – This in particular seems like a place to work with Dania's office, through curriculum/pedagogy?

- **Admissions and Hiring Policies** – Evaluative policies should be expanded to promotion and tenure evaluations! Perhaps also implement within labs for annual graduate student reviews?

- **Safety Plan -** Goal: Develop copy and paste text that can be included in UC Merced field safety plan [found here]. This would include questions that should be considered by all field leaders when developing their trip-specific plans as well as 'fixed' text of resources that can be pasted into the field plans. Query UCM EHS to see whether this is something we can universally update; if not, then make this available to LES/QSB/ES faculty. Also...is there a recommended set of trainings we should provide to faculty and/or field work leads?

- **Resource Map** – Goal: develop this for incoming LES faulty member for summer 2021, also make available to all LES faculty to share with their labs. Unclear where we would post this: LES website? ES website? Internal Box folder? Ask Dania's office about onboarding new faculty or students? (or APO office/Zulema?)