

# URGE

## Unlearning Racism in Geoscience

### URGE Management Plan for UCR UGRAD POD at the University of California Riverside

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	Existing policy	Mariana Reyes Celeste Hofstetter Alexander Gamez Josephine Ramos	UCR Website	Last update August 7, 2020  Unknown intervals  Recommend yearly intervals	Not planned  But there is diversity and inclusion assessment  Recommended	yes	Not relevant to our pod
Demographic Data	resource	Mariana Reyes Celeste Hofstetter Alexander Gamez Josephine Ramos	Department/institution website  <a href="https://diversity.ucr.edu/complaint-resolution">https://diversity.ucr.edu/complaint-resolution</a>	Recommend annually	Recommended	Yes	Not relevant to our pod

Policies for Working with Communities of Color	Existing policy	Mariana Reyes Celeste Hofstetter Alexander Gamez Josephine Ramos	Organization/department (geology) website	Recommend annually	Risk assessments but no racial risk assessment found  recommended	Yes	check
Admissions and Hiring Policies	Existing policy	Mariana Reyes Celeste Hofstetter Alexander Gamez Josephine Ramos	General info on hiring/jobs UCR website	Annual Update intervals, also recommend annually	Recommended	Yes	check
Safety Plan	resource	Mariana Reyes Celeste Hofstetter Alexander Gamez Josephine Ramos	Policy Booklet / Available to the public/ UCR website  <a href="https://diversity.ucr.edu/complaint-resolution">https://diversity.ucr.edu/complaint-resolution</a>  <a href="https://ehs.ucr.edu/emergency/emergency_action_plan.pdf">https://ehs.ucr.edu/emergency/emergency_action_plan.pdf</a>	Annual update, but should also update after any major reported incidents	recommended	Yes	Check and approve
Resource Map	resource	Mariana Reyes	Department/institution website	Recommend Annual updates	recommended	Yes	check

		Celeste Hofstetter					
		Alexander Gamez					
		Josephine Ramos					

- Agreement** - This next Pod meeting is planned for August. Further meetings after August should include other UCR Pods and, eventually, other departments including: HR, Office of Diversity, Equity, and Inclusion, and department leadership. Regular standing meetings should be monthly with clear goals and planned actions that can be measured and evaluated.
- Pod Guidelines** - The Pod guidelines should be adopted into long term plans/bylaws. A working committee should be organized to oversee the progress of increasing diversity within the student/graduate/professor/employment/management levels at UCR. The committee should have a focus of implementing policies that will increase diversity and accountability within the departments and student body. Goals, plans of action, accountability, and training should all be implemented, with the committee meeting monthly to oversee the progress. UCR staff should be quadrennial, serving staggered four year terms. Participating students should be biennial, serving two year terms.
- Complaints and Reporting Policy** - The Complaints and reporting Policies have been modified from the Universities already existing reporting policies. The complaints and reporting policies are found on the UCR website however it is unknown how often these policies are updated. It is suggested that they are updated annually in order to progress with the times.
- Demographic Data** - The demographic data was recently made available to the public. Before this The demographics were not found to be uploaded on the University's Website. If it was, it was difficult for students and the public to find. Although it is unknown if the data will be updated on a yearly Basis.
- Policies for Working with Communities of Color** - Further policies for working with communities of color should be implemented and training should be required across all levels of organization in the University. The pod should review these policies and should be part of the decision to pass these policies. Risk assessments should be calculated prior to future trips.
- Admissions and Hiring Policies** - Admissions staff should be made publicly available for review and a more in depth description of admission policies should be posted as well. Anti bias training should be required for admissions and hiring staff.
- Safety Plan** -

An adequate safety plan serves as a resource to students who experience discrimination in academia. Because many microaggressions and prejudiced attitudes may persist “under the radar,” it’s important to welcome discriminated students to identify people or practices that undermine their educational experience at the University of California.

The addition of anti-discrimination behavior is encouraged for an efficient environment. The safety plan introduced includes an informative approach, in the same essence of Title IX and Basic Needs, where students are made aware of the active anti-racist attitude the student body, staff, and faculty are expected to equip. Also, there will be the opportunity for students to submit complaints surrounding discrimination, harassment, and microaggressions and will be logged under the respective department made available for the public. That same department must be capable to hold the reports indefinitely and have the capacity to utilize staff acting similar to social workers, who are then expected to use good judgement and the department’s resources to aid all parties involved in complaint.

This actionable process will begin a culture in the school where complaints are given time and attention while discriminatory behavior is phased out.

- **Resource Map -**

Resources at University of California are accessible to all students, staff, and faculty. Additional resources surrounding discrimination, microaggressions, and harassment may need to be made available to accommodate those reports/complaints. Consideration of a task force may be deemed appropriate to ensure an equitable and sustainable pathway to submitting complaints and having a sufficient response.