

UC SANTA BARBARA

Earth Science

URGE Management Plan for UCSB Earth Science

This should be a plan to incorporate deliverables as we continue to develop, assess, and finalize policies and resources.

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	On Campus - yes; in department - no	Dept Chair Susannah Porter (porter@geol.ucsb.edu) Eventually, rotating committee to receive complaints	Campus reporting , department reporting policy should be posted on website	No plan to review and update	Not planned	Information should be shared w/students, training for handling complaints and reports recommended	No consequences outlined yet, potential for lawsuits
Demographic Data	Dept-level grad and undergrad data available, but no faculty demographic data	Yann Ricard (yann@geol.ucsb.edu) Shannon Dalton (sdalton@geol.ucsb.edu) https://www.universityofcalifornia.edu/infocenter	Graduate Division, Budget and Planning (BAP), and internal to dept	Should be updated yearly	Not needed	Not planned	Not relevant
Policies for	No	Field Committee	Internal	Review prior	Recommended	Yes	Not relevant

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Working with Communities of Color				to field work	background cultural training		
Admissions and Hiring Policies	Yes	Susannah Porter (porter@geol.ucsb.edu)	Internal currently	Should be reviewed annually (prior to each new hiring year)	Recommended	Yes	Not relevant
Safety Plan	Available covering some topics	Field safety: Field Committee and EH&S (https://www.ehs.ucsb.edu) Lab safety: individual PIs, UCSB EH&S (https://www.ehs.ucsb.edu)	General checklist posted on website and also internal (EH&S template filled out by individuals in groups)	Should be reviewed annually, make sure every year people are made aware of it	Highly recommended	Highly recommended	Consequences are jeopardizing the safety of trip participants, potential for lawsuits
Resource Map	Yes	Yann Ricard (yann@geol.ucsb.edu) Shannon Dalton (sdalton@geol.ucsb.edu)	Should post on UCSB Earth Science website	Should be reviewed annually and updated as needed	none	No	Not relevant

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Additional considerations for each deliverable:

- **Complaints and Reporting Policy** - There is a proposed policy in the Faculty Strategic Action Plan but it has not been approved or implemented and no consequences have been outlined yet. Timeline for implementation could be in the next academic year (2021-2022).
- **Demographic Data** - There are issues to work through on how demographic data can be collected and made public--currently it needs to be requested from Graduate Division and the Office of Budget and Planning, and someone needs to organize it for our department. We have created a form to collect demographic information from colloquium speakers and plan to use it going forward.
- **Policies for Working with Communities of Color** - Some best practices have been discussed, but a comprehensive plan is still needed.
- **Admissions and Hiring Policies** - The Faculty Strategic Action Plan recommends actions to improve the representation of underrepresented minorities among new hires.
- **Safety Plan** - Current field safety checklist does not include anti-racism specific policies. The Faculty Strategic Action Plan acknowledges the need for anti-racism policies in the department field safety plan/checklist but does not specify actions. Department lab safety protocols, including anti-racism policies in the lab, are specific to individual PIs and lab groups. No general anti-racism lab safety policies included (e.g., informing security agencies of students who need to access lab spaces after hours).
- **Resource Map** - Should announce to the department every year to make sure all new students/hires know about it and publicize the resource map on our website.