URGE
Unlearning Racism in Geoscience
UIC - EaES

URGE Management Plan for UIC-EaES

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	Kathy Nagy / Andrew Dombard	Currently UIC website: will link on dept. website	Will review yearly	Not currently	Not currently/ plans for training undergraduate 'JEDI' ambassadors	Not relevant to our pod
Demographic Data	Yes (limited)	Gavin McNicol / Stefany Sit	Internal only	Every semester	Yes	Not planned	Not relevant to our pod
Policies for Working with Communities of Color	No	Stefany Sit / D'Arcy Meyer-Dombard	Will post on dept. website	Recommend annually	Yes	Yes	Approval and Consequence
Admissions and Hiring Policies	Yes	Joey Pasterski /Kathy Nagy	Internal currently	No set interval, recommend annually	Recommended at the start of the hiring procedure	Maybe	Approval
Safety Plan	Yes	Paolo Benavides / D'Arcy Meyer-Dombard	Internal currently	Annually, but also after any major reported incidents	Not currently/plans for yearly	Not currently/plans for incorporating into grad. education	Approval and Consequence
Resource Map	Yes	Judy Malas / Andrew Dombard	Post on organization website	Additions on a rolling basis	Not planned	No	N/A

- **Agreement** - This agreement will be adapted to outline how our pod/committee will interact and meet with leadership about these policies, as well as regular meetings with key contacts such as diversity/inclusion committees, HR, etc.

- **Pod Guidelines** - Our pod guidelines will be adapted into longer term plans/bylaws. For example, we will this turn into a committee in our department with a mixture of faculty, graduate, and undergraduate students, with rotating membership/leadership. Our preliminary plan is to meet monthly to review tasks and discuss departmental plans for improvement.

- **Complaints and Reporting Policy -** We have proposed modifications to the existing Reporting process, namely making the process more transparent than the University has. We have discussed forming a group of undergraduate ambassador 'JEDI knights' who could serve as liaisons or guides for undergraduates needing to file complaints and reports.

- **Demographic Data -** A limited amount of demographic data was being collected via undergraduate declared major enrollment. Departmental faculty (with student support) will standardize a method for the collection of demographic data as performed for the URGE pod that include undergraduate, graduate, postdoctoral, and faculty demographic information. Demographic datasets will be maintained internally within the department, and flyers containing highlights, key statistics, and infographics will be used as the public facing information.

- **Policies for Working with Communities of Color -** Racial risk assessment on this deliverable is planned for August, then we will revise the deliverable if necessary. Training is needed for faculty, graduate students, and instructional/research staff, both so they understand the importance of this new policy as well as for how to implement the policy itself. Approval process can be incorporated into travel approval, e.g., check if travel or work will involve communities of color and has this new policy been reviewed and followed in the plans for this trip; consequence of not following policy would be assigned readings and additional training.

- **Admissions and Hiring Policies -** These are proposed modifications to the existing Hiring policy. These are not public currently, but we recommend posting policies (as much information as possible) publicly on the jobs board for potential candidates. Anti-bias training may need to be part of this as the policies are reviewed and updated by staff 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 staff (or admitting students), e.g., does your plan to hire a new position adhere to the updated policies.

- **Safety Plan -** This refers to adding anti-racism specific policies to the Safety policies in laboratory and field-related exercises (both classroom and research based). Training will be paired with the training for the deliverable on working with communities of color to emphasize the importance of these new policies, and then on the details associated with implementing this policy. Approval process can be incorporated into travel approval, e.g., check if racial risk assessment has been done; consequence of not following policy would be additional scrutiny on future travel requests, assigned readings, and additional training.

- **Resource Map –** We have created a map as part of the week 7 deliverable. The approval can be incorporated along with the admissions and hiring policy, as part of a proposal to hire a staff member or admit a student then HR would check that the person they report to has a plan to go through the resource map with them.