

URGE

Unlearning Racism in Geoscience



URGE Management Plan for the University of Michigan Department of Climate and Space Sciences and Engineering

Our plan to incorporate deliverables into your organization as you continue to develop, assess, and finalize policies and resources.

| Deliverable | Existing Policy or Resource? | Pod member handing this off to the long-term curator | Long-term curator | Timeline for the hand-off | Where It Is or Will Be Posted | Review/ Update Interval | Training |
|---------------------------------|---|--|--|---------------------------|---|--|------------------------------------|
| Complaints and Reporting Policy | Yes | Jeremy | Maybe Grad Program chair, or someone for all CLaSP | Now...Jeremy to Jeremy! | CLaSP Handbook | Every few years | Annual reminders of its existence? |
| Demographic Data | Yes, not CLaSP specific (deliverable draft) | Chloe and Sam | JEDI to delegate -- target many point people across various committees | Summer | Probably internal only, unless we want to publicize the numbers | We need to keep track of demographics in many areas...could fall through the cracks? Check every year? | Not really. |

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| Policies for Working with Communities of Color | Several activities across committees (deliverable draft) | Ashley | JEDI, Grad Program committees | Now | Each activity publicized separately | Every few years | Perhaps, for certain activities. |
| Admissions and Hiring Policies | Yes (deliverable draft) | Allison | Grad admissions committee, JEDI, every faculty search committee | Now | Internal currently | Every few years. Need to create a 1-page fact sheet. | Yes, probably annually. |
| Safety Plan | Yes/not CLaSP specific (deliverable draft) | Gretchen | Safety committee? | Summer/Fall (for F21) | Internal, external, and probably in the CLaSP Handbook. | Annually, but also after any major reported incidents | Yes, probably annually. |
| Resource Map | No (deliverable draft) | Anthony (and Jamie) | Grad program chair? Each department group? | Summer/Fall (for F21) | Various places, some on website, some in CLaSP Handbook, | Every few years | Yes, for mentoring and awareness of the resources. Probably |

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| | | | | | some internal only | | annually. |
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Additional notes and possible follow-on tasks:

Session 2:

- Who are mandatory reporters?
- JEDI (semi-annual report from Tuija?)
- CLaSP-all handbook (meeting with Tuija)

Session 3:

- Alternative demographics to take care of/record
- Mandate people to collect this data -- delegate?
- Restructure DEI/JEDI committee to delegate + accountability
- Streamlining/new hire? (meeting with Tuija)
- Include in the annual report? (becomes a staff-level task)
- Have buy-in from multiple groups in CLaSP

Session 4:

- Factsheet/centralize info
- Possible workshops
- AGU Bridge program -- JEDI/Admissions

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Session 5:

- Delegation/ensuring topics are covered in appropriate committees
- More low hanging fruit
- URGE group as ambassadors (multiple dept groups involved -- diverse/broad decision making)

Session 6:

- Delegate to safety
- Triage/restructure table (timelines, URGE point person, permanent point person/committee)

Session 7:

- Mandatory reporter (high-priority)
- Dept group handbooks (on-boarding)