



URGE Management Plan for UNH Department of Earth Sciences

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	Racial Risk Assessment?	Training Recommended?	Approval, Check, and/or Consequence
Complaints and Reporting Policy	Modification of existing	Mandatory Reporter, Chief of Police Paul Dean, Donna Sorrentino AAEO	Incident Report Form https://www.unh.edu/affirmativeaction/reporting-students Or LiveSafe App	Annually during orientation or first faculty meeting of AY	Promoting a culture of reporting should hopefully decrease future incidents of gender, racial, and sexual harassment and assault.	Better visibility and reminders of the means of reporting across is needed. Posters on walls in residence & dining halls, library, gym, etc.	Work with UNH admin to allocate funding to support a campus-wide community outreach and education campaign promoting a culture of reporting.
Demographic Data	Yes, links in deliverable	Provost office	Tableau. Public access.	Check annually on department level	Need to do assessment.	Implicit bias or other DEI training recommended for faculty and grad students	DEI committee will work with dept. To ensure we are collecting and reporting data properly.



<p>Policies for Working with Communities of Color</p> <p>Departmental Survey in development</p>	None	<p>ES DEI Committee, Office of Research, Economic Engagement and Outreach, Office of Environmental Health and Safety</p>	ES Department website	Annually or as needed before projects begin proposal development or relationship building process.	Need to do assessment.	<p>- Training recommended for the specific community that you/they will be working with (ie: NNA office PI or graduate student training)</p> <p>- Possibly include CARE/FAIR data policies in Ethics in Research & Scholarship course for grad students</p>	Research Office/SPA; IRB Office
Admissions and Hiring Policies	Existing policies and some modifications	Grad coordinator; Chair	ES Department Website	Annually	Need to do assessment.	Search committee training for faculty hires @UNH	College Dean; Graduate School
Safety Plan	None	ES DEI Committee	ES Department Website	Annually	This is a section of the safety plan templates - group discussions and planning <i>before</i> field work happens	<p>Implicit bias training</p> <p>Bystander intervention</p> <p>First Aid</p> <p>Trainings will depend on what research you're doing</p>	ES DEI committee (or perhaps a safety committee?) checks/approves safety plans and tracks training compliance



Resource Map	Existing/in-development resources that our department could leverage/partner with in the future.	ESCI DEI committee	Under ESCI DEI webpage Make sub-pages for undergrads, grads, etc. ; department handbook (which is focused on graduate students); 2) interactive map being developed by other UNH pods and be distributed by UNH.	Review semi-annually (before each semester)	DEI committee - Review any materials used for performance assessment to ensure there is equity.	<ol style="list-style-type: none"> 1) Research Integrity Trainings (Mentorship); 2) Paired lunch & learn trainings with the Beaugard Center 	<ol style="list-style-type: none"> 1) Incentivize participation in Training Programs by mentees <u>and</u> mentors with department contributions to research expenses. 2) Incentivize participation in lunch & learn trainings with foodstuffs
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