



URGE Management Plan for UW Madison Department of Geoscience D+I Pod

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	Yes		On UW - Madison website	Unclear, this is a UW-Madison policy	Unknown	Not planned	This is a UW-Madison level policy.
Demographic Data	Yes	Lisa Theo, Grad and Undergrad Program Coordinator	Internal only	Annually	Unknown	Not planned	D+I Committee could check to make sure this data is being gathered and examined by department leaders annually
Policies for Working with Communities of Color	No	D+I Committee	Internal	Recommend annually	Yes	Yes	Not sure how this could be monitored
Admissions and Hiring Policies	Yes	Graduate Studies Committee	Internal	No set interval, recommend annually	Recommended	Not planned, advisable	Not sure how this could be monitored
Safety Plan	Yes, Code of Conduct	D+I Committee	Will be posted on	Annually, but also after any major	Not planned	Yes	Approval and Consequence

URGEO

Unlearning Racism in Geoscience

			website	reported incidents			
Resource Map	In development	D+I Committee	Post on organization website	Additions on a rolling basis	Not planned	No	Approval

Additional considerations for each deliverable (use this space to elaborate on table entries, organize it as appropriate for your pod):

- **Complaints and Reporting Policy** - Formal complaints and reports are handled at the UW-Madison level. This policy is not in our ability to shift, however our departmental ombuds and departmental chair handle complaints that don't rise to the level of the University.
- **Demographic Data** - This data is available via our Graduate and Undergraduate Program Manager. How often it is reviewed and what is done with the data is not codified, however.
- **Policies for Working with Communities of Color** - We don't currently have this, but the D+I Committee may tackle it in the coming year.
- **Admissions and Hiring Policies** - There is not a departmental policy, however the Graduate Studies Committee and hiring committees have participated in anti-bias trainings.
- **Safety Plan** - Currently safety is incorporated into our Code of Conduct.
- **Resource Map** - There is no current resource map, but this could be part of onboarding and/or orientation for all new members of our department.