

**Department of Geoscience at UW**

<b>Deliverable</b>	<b>Existing Policy or Resource?</b>	<b>Initial Point of Contact(s)</b>	<b>Where It Is or Will Be Posted</b>	<b>Review/Update Interval</b>	<b>Racial Risk Assessment?</b>	<b>Training Recommended?</b>	<b>Approval, Check, and/or Consequence</b>
<b>Complaints and Reporting Policy</b>	Mostly	Andrea Dutton	On website	reviewed every 2 years	Not planned	Not planned	In process
<b>Demographic Data</b>	No	Alex Villa	Internal only	Recommend every 2 years	Recommended	Not planned	D&I Committee; need faculty buy in to establish goals
<b>Policies for Working with Communities of Color</b>	No	Rudy Molinek	Dept. website	Recommend every 2 years	Yes	Yes	Approval and Consequence
<b>Admissions and Hiring Policies</b>	Yes	Peter Chutcharavan	?	No set interval, recommend annually	Recommended	Yes - WISELI training	Approval needed from faculty bodies
<b>Safety Plan</b>	Yes	Mel Reusche	Internal currently	Annually, but also after any major reported incidents	Not planned	Yes	Approval needed
<b>Resource Map</b>	No	Andrea Dutton	Post on departmental website	Additions on a rolling basis	Not planned	No	Approval- D&I committee

- **Session 2 Complaints and Reporting process**

- There is a draft Code of Conduct that has been voted on and approved by the faculty. We are awaiting entire department vote and final review by HR and Legal before posting to our website. There are already procedures for complaints and reporting in our department, including appointed student and faculty ombuds. This will be incorporated into the new departmental D&I webpages that are currently being developed (drafted and published but not linked to anything yet).
- Outstanding action items here: (1) Cross-check what is in session 2 deliverable w/ code of conduct; (2) Put some of this information in a concise format (D&I webpage--in progress)

- **Session 3 Demographic Data**

Action items:

- Establish metrics to track progress
- Increasing diversity metrics matter...but also outcomes and objectives are important as well. Increasing metrics by a few percentage points is great, but that's not enough.
- Efforts for outreach for local high schools (start local). Also, within UW itself!
- Department is discussing how to engage in a more active recruitment effort as a multifaceted approach to expanding diversity and equity
- Rudy mentioned UW extension agencies as another good resource
- "Native pathways" through extensions as well
- Weeks lectures push for diverse speakers. Alex has been working to gather self-identified demographic information from speakers. Also, maybe exit interview to assess speakers' perception of department

- **Session 4 Policies for working w/ communities of color**

- Recommended field practice guide needs to be drafted, incorporating some of the material from this deliverable. Concept endorsed by faculty already.
- Action Items: (1) Should see if there are better ways to incorporate diverse perspectives into field work, both for participants and native people(s) who we may interact with; (2) Look into support for initial legwork to establish relationships (or at minimum, understand the local situation)

- **Session 5 Hiring and Retention**

- Action Items: (1) go to other people's urge deliverables and see what hiring processes are like for new ideas; (2) Graduate committee - ½ for determining criteria and list, other ½ to give it a second look and see if there is anything that has been missed that can make the hiring process more equitable; (3) One of the people in the live interview Julie Posselt - bring to campus or give virtual workshop; (4) Tops program: cast a wider net and not limit subject area. [*already done*].
- **Session 6 Racism and Inclusivity**
  - Action Items: (1) Go to other urge deliverables; (2) Discontent about how to handle issues with safety, both in terms of reporting and the process in general; (3) Comment: Code of conduct is a big step forward in this regard
- **Session 7 Resource Map**
  - Action Items: (1) Could be more streamlined; (2) Need to have broader conversation w/ department to set policy; (3) Should also have ramifications for onboarding