

#	Title	Preparers	Goals	Actions Taken post-URGE meetings	Next Steps
2	Reporting Mechanisms	Jenn G and Jenn K	Collate and clarify university mechanisms for reporting discrimination/harassment, publish to EPS website	- Discussed and approved by IDEA committee - Circulated to faculty and approved.	- To be posted on EPS website May 2021 - Will be shared with other departments
3	Demographics	Tim and Alexis	- Find department- and university-level demographic data - Assess the demographic data we wish we had - Obtain data from OIR - Publish data on department website	- Discussed at length by IDEA Committee - Ultimate determination to post demographic data available from OIR, with disclaimer that we value diversity across many dimensions, not just race and gender, and lack of nonbinary option in survey	- Links have been collated, disclaimer has been drafted, and this information will be posted to DEI section of EPS website in May 2021 - Create google map on department website with hometowns of all department members
4	Working with local communities	Sophie and Tom	- Publish a land acknowledgment on EPS website - Disseminate Best Practices document prior to field departures	- IDEA discussing land acknowledgment - an undergraduate of Cherokee descent is assisting with historical context for a better-informed statement - Best practices document under consideration by IDEA along with Deliverable 6	- Draft land acknowledgment webpage, to be approved by NACC - Seek faculty approval for land acknowledgment and publish to EPS website in Fall 2021 - Ensure best practices document ends up in pre-departure field packet; will be distributed prior to Summer 2021 department field trip
5	Hiring and Admissions Policies	Will and Kels	- Updating FAQ for applicants with tips on how to apply (contact advisors, etc) - Insitute mentorship program between incoming grads and upper-level grads - Maintain GRE-free policy - Maintain holistic rubric for graduate admissions - Require DEI statement for future faculty applicants	1 & 2 can be implemented by DGS alone - yay! 3-5 in hands of faculty	- Maureen is drafting new FAQ info - Dana Club + Maureen will implement new graduate mentoring program, and potentially expand upwards - Faculty voted to no longer require GRE - Holistic rubric to be maintained; great yield of URM students - Department leadership in favor of DEI statements for future faculty hires
6	Field Code of Conduct	Brian, Lexie, Dalton, Tim, Jenn K	- Drafted a fieldwork code of conduct - Brainstormed a number of other complementary initiatives, to be further pursued by a fieldwork working group in Fall 2021	- Deliverables 6 and 4 under consideration by IDEA Committee - Reached out to Wilderness Medicine Section of Yale Med, on-campus connection for Wilderness First Aid	- Following IDEA approval, field code will be circulated to faculty for rapid approval - Field code to be implemented on Summer 2021 department field trip - Fieldwork working group in the fall to draft other documents - Seek departmental funding for WFA/WFR
7	Resource Map	Jenn K and Tom	- New resources suggested for IDEA webpage - Crowdsourced New Haven guide to promote belonging	URGE members have been contributing to New Haven guide	- Add new resources to IDEA webpage - Invite contributions to New Haven guide from the rest of the department; post to EPS or Dana Club website