

Deliverable Agreement – USGS Hazards Pod

Goals

The goals of the USGS Hazards pod are to influence center and upper management decisions to improve diversity of the center. Potential areas for improvement would be expanding diversity in hiring, ensuring fairness and a welcoming environment in the workplace, broadening the recipient group to which we appropriate external funds, and targeting of products to more diverse audience.

Executive Order 13985 of January 20, 2021, “Advancing Racial Equity and Support for Underserved Communities Through the Federal Government”, states that “agencies... must recognize and work to redress inequities in their policies and programs that serve as barriers to equal opportunity”.

Organizational Basics

USGS is a scientific agency in the Department of the Interior

USGS uses “matrix management”: Funds appropriated by Congress are distributed to science projects by Program leadership; staff is managed by Regional leadership and Science Center directors

As a Federal agency, formal hiring at USGS follows protocols of the Office of Personnel Management, an independent agency of the United States Federal Government that manages the US civilian service (<https://www.opm.gov/>)

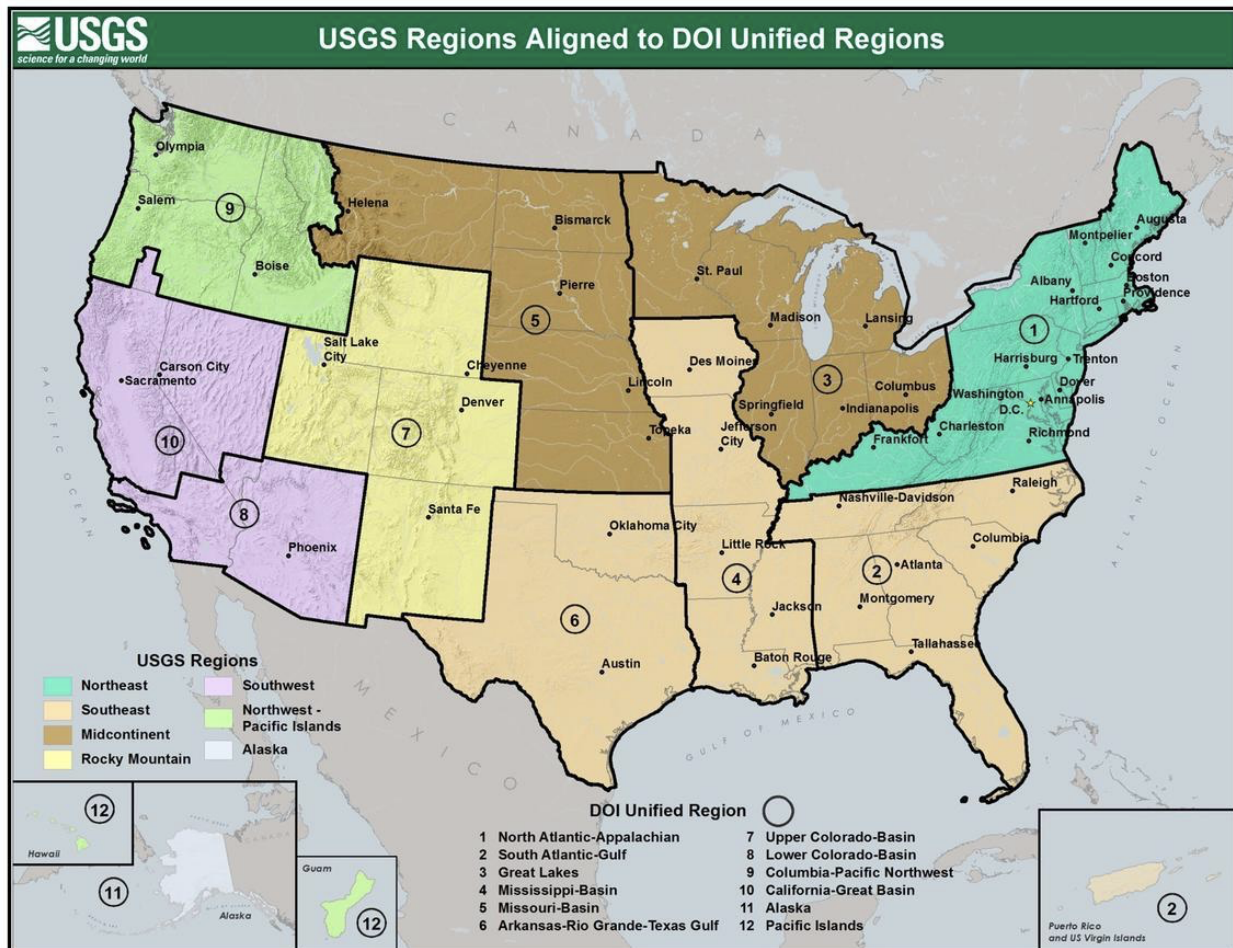
Tasks for the Agreement with Leadership Deliverable

1. Define who leadership is (across centers, regions and mission area) and include crib notes on what each leader is responsible for handling.
2. Identify recurring meetings that we should get on the agenda for to indicate that URGE exists.

Accomplishing these tasks will give us the information we need to identify who to approach when we have issues or recommendations to raise.

PART 1: ORGANIZATION

Our pod spans three regions (Region 7 - Upper Colorado, Region 10: California-Great Basin, Region 11 - Alaska,). Map of regions and basins: <https://www.usgs.gov/media/images/usgs-regional-map>



1. Natural Hazards Mission Area: Oversees the various specific Hazards Programs
 - 1.1. **Action:** email NHMA (Nadine emailed Kris Ludwig, and got an automated away message. Nadine will follow up.)
 - 1.2. Mission Areas Impact:
 - 1.2.1. Large scale strategy
 - 1.2.2. Coordination between programs, cross-program collaboration
 - 1.2.3. Communication to Congress with OCAP
 - 1.3. Weekly meeting, Nadine Reitman will seek to represent URGE as needed
2. Three Hazards Programs, each manages appropriated funds for a specific hazard:
 - 2.1. Email Program coordinators (centralized email)
 - 2.2. Programs impact:
 - 2.2.1. Scientific and Operational Direction
 - 2.2.2. Funding of centers and projects

- 2.2.3. Could increase funding of work to focus on impacts of hazards to diverse communities.

2.3. Earthquakes Hazards Program (EHP)

- 2.3.1. Program Coordinator: Gavin Hayes
- 2.3.2. Associate Program Coordinators: Mike Blanpied, Cecily Wolfe
- 2.3.3. Program Council: Topical and regional coordinators + Center Directors + EHZ Program Coord staff
- 2.3.4. Periodic (semi-annual)? EHP Program Council Meetings
- 2.3.5. Topical and Regional Coordinators potential impact on diversity: (1) they organize the external funding program for their coordination area (consider: who is invited to serve on proposal review panel), (2) interact with M. Blanpied to distribute funds to Projects (this is done at the Task level, so can be pretty person-specific), request additional funding, (3) provide scientific guidance to EHP management about the state of current and future research directions (this usually does not explicitly include staffing decisions; that is the Center Directors purview).
- 2.3.6. Operations and networks (GNS, ANSS, and EEW) can impact diversity through hiring. Operations has much control over hiring as >50% of the budget (might be as high as 65% with EEW add ons??) goes to Operations.
- 2.3.7. Do more frequent EHP calls occur?

2.4. Landslide Hazards Program

- 2.4.1. Program Coordinator: Jonathan Godt
- 2.4.2. Program Council

2.5. Volcano Hazards Program

- 2.5.1. Periodic meetings to discuss unlearning racism with Regional Director, Center Director, and Chief of Staff for region.
- 2.5.2. Confirmed leadership involvement and support in meeting on February 8, 2021.
- 2.5.3. In the VSC sup-pod, we have three active Scientist-In-Charge members in addition to former CVO SIC to help propel our suggestions into action at management and leadership level.

3. Three science centers:

3.1. Centers impact:

- 3.1.1. Implementation of program goals
- 3.1.2. Day-to-day operations
- 3.1.3. Supervision of staff, including publication approval steps
- 3.1.4. Hiring (permanent, temporary, contractors, interagency personnel)

3.2. Geologic Hazards Science Center

- 3.2.1. Acting Center Director: Ryan Gold (URGE participant)
- 3.2.2. Associate Center Director: Brian Shiro (URGE participant)

3.3. Earthquake Science Center

- 3.3.1. Center Director: Steve Hickman (URGE participant)
- 3.3.2. Associate Center Director: Keith Knudsen (URGE participant)

- 3.3.3. Project Chief Meeting: monthly, Andy Michael regularly represents the ESC EID group and can represent URGE at that meeting.
 - 3.3.4. Monthly ESC all-hands meeting, Andy Michael and others present updates on EID projects.
 - 3.4. Volcano Science Center
 - 3.4.1. Scientist-in-Charge: Ken Hon (URGE participant)
 - 3.4.2. Deputy Scientist-in-Charge: David Phillips
- 4. Three Regions (one per Science Center; each Center is in a specific geographic region):
 - 4.1. Actions: email regional directors
 - 4.2. Regions impact:
 - 4.2.1. Human Resources and hiring authority.
 - 4.2.2. Contracting, purchasing.
 - 4.2.3. Oversee office and laboratory space.
 - 4.2.4. Build relationships with other organizations, possibly bringing in funding
 - 4.2.5. Supervise center directors
 - 4.3. GHSC: Rocky Mountain / Region 7
 - 4.3.1. Peter Griffiths is acting director
 - 4.3.2. Allison Shipp is deputy director and was suggested as a contact
 - 4.4. ESC: Southwest (California-Great Basin)
 - 4.4.1. Regular meetings?
 - 4.4.2. Acting Regional Director: Eric Reichard, egreich@usgs.gov
 - 4.4.3. https://www.usgs.gov/staff-profiles/eric-reichard?qt-staff_profile_science_products=0#qt-staff_profile_science_products
 - 4.4.4. Deputy Region Director: Jane Reid, jareid@usgs.gov
 - 4.4.5. <https://www.usgs.gov/staff-profiles/jane-reid>
 - 4.5. VSC: Alaska / Region 11
 - 4.5.1. Aimee Devaris, USGS Regional Director for the Alaska Region
 - 4.5.2. Michelle Coombs, USGS Center Director of the Volcano Science Center
 - 4.5.3. Durrelle Smith, USGS Chief of Staff for the Alaska Region

PART TWO: MEETINGS

- Natural Hazards Mission Area: Nadine emailed Kristen Ludwig but got an automated away message. Nadine will follow up.
- Rocky Mountain Region: Following an email to Peter Griffiths and Allison Shipp, Nadine and Katy will attend the Rocky Mountain Region director's monthly meeting on March 8.
- VSC/Hawaii/Alaska: Andi has already been in contact with regional leadership. Formally met with leadership on Monday, February 8, 2021. Attendees signed URGE Leadership Agreement. Meetings will be scheduled appropriately.
- Southwest Region: Evelyn and Andy emailed Eric Reichard; he responded with a willingness to have us at one of their regular meetings, and to attend one of our bi-weekly meetings. We emailed back and suggested that as a first step we attend one of the Region's regular meetings. We will be putting together a brief presentation for that purpose and can share that