



### Management Plan for UCI ESS

Deliverable	Points of contact	Update interval	Evaluation/assessment
Complaints and Reporting Policy	Isabella Velicogna, Shane Coffield	Annually (fall)	Not planned at the moment
Demographic Data	Kathleen Johnson, Jinhyuk Kim	Annually	Measure and graph demographic trends
Policies for Working with Communities of Color	Kathleen Johnson, Elizabeth Patterson	Recommend every 2 years	Survey faculty practices
Admissions and Hiring Policies	Jinhyuk Kim, Isabella Velicogna	Recommend every 2 years	Measure and graph demographics of student & faculty offers
Safety Plan	Elizabeth Patterson, Isabella Velicogna	Recommend annually or after any reported incidents	Record of reported incidents; DECADE climate survey
Resource Map	Andrea Jenney, Isabella Velicogna	Annually (fall)	Not planned at the moment

Other areas of action (see Inclusive Excellence Committee [documents](#)):

- Curriculum - increasing discussion of environmental justice in all courses and creation of a database of relevant examples, measured by annual faculty survey
- Recruitment - outreach and engagement programs such as AISIESS, First Gen BEES
- Addressing student resource disparities - recommend minimum wage of \$15/hr, increase funding for field trips and textbooks, open access resources where possible

Location of deliverables: <https://urgeoscience.org/pods/uci-ess-pod/>

Plans for disseminating and implementing above deliverables:

- Follow URGE Summer plans to make adjustments to deliverables to prepare for presenting to faculty.
- Take a look at other URGE Pod Deliverables to see other pod ideas to add ideas and update deliverables.
- Graduate students present to faculty in the Fall once deliverables have been adjusted during the Summer.

- DECADE student representatives present updates each fall and spring quarter
- Faculty will vote on approving all documents as Department policy and then post on ESS website Inclusive Excellence page
- Complaints & reporting policy and resource map should be included in the Graduate Student Handbook. Policies for working with communities of color, safety plan, and resource map should be shared with all incoming faculty and staff.
- Long-term maintenance of policies and resources will be the responsibility of the Vice Chair for Diversity, Equity, and Inclusion, and the Associate Dean of Graduate Studies, Equity, and Inclusion