

URGE

Unlearning Racism in Geoscience

UCR Grad Pod #1 Recommendations for Accountability Structure

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 (Working Drafts linked below)	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	Jimmy	Best resource found on this so far: https://help.ucr.edu/	No schedule found, policy recommendations can be made here: https://compliance.ucr.edu/policies#new_ucr_proposed_policies_or_procedures , recommended annually?	Recommended	Recommended	Not relevant to our pod
Demographic Data	Yes, some data more readily available than other data for UC system	Jen	https://www.universityofcalifornia.edu/infocenter https://accountability.universityofcalifornia.edu/2020/chapter	Data is collected every year Accountability report is published by UC system every year	Recommended	Recommended	Not relevant to our pod



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			s/chapter-7.html#7.1.1 https://ir.ucr.edu/stats/enroll/demographic	Departments don't currently have their own surveys			
Policies for Working with Communities of Color	No	Danielle	Post on organization website	None, recommend annually	Yes	Yes	Recommended through DEI Committees at both departmental and university levels - also incorporation with <u>UCR RED?</u>
Admissions and Hiring Policies	Yes, focused on grad student admissions	Jimmy + Jen	Focus on grad admissions, blanket website for grad division: https://graduate.ucr.edu/admissions , ENSC website: https://envisci.ucr.edu/graduate/prospective-students/admissions-criteria , EPS Website:	No set interval, recommend annually	Recommended	Recommended	Approval



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Safety Plan	Yes	Isis	UC-level (adopted by ENSC recently): https://ehs.ucr.edu/laboratory/field , recommend posting on organization websites, plan to post specific ones for depts on org websites	Not known but should be updated annually (ad hoc in ENSC)	Recommended	Yes	Approval and Consequence
Resource Map	No	Samiksha	Post on organization website	Update every 1-2 years	Recommended	No, not staff-wide but only with HR	Approval

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

- **Agreement** - This agreement can be adapted to outline how you will interact and meet with leadership about these policies, as well as regular meetings with key contacts such as diversity/inclusion committees, HR, etc.
- **Pod Guidelines** - Your pod guidelines can be adapted into longer term plans/bylaws, e.g. will this turn into a committee or working group in your organization/institution, will membership/leadership rotate, etc.
- **Complaints and Reporting Policy** - These are proposed modifications to the existing Reporting policy. Also emphasize in this and Field Safety document that UC trainings regarding reporting and more proactive bystander intervention are lacking and updates to this are advisable.
- **Demographic Data** - There are issues to work through on how demographic data can be collected and made public (at what level does the data allow for students to be personally identifiable), but we will need to work closely with HR and our respective departments on this. It may take several years and/or involvement of additional departments for wider aggregation of data.

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- **Policies for Working with Communities of Color** - Policy and considerations document from our brainstorming session shown here in this document. .
- **Admissions and Hiring Policies** - We focused primarily on hiring practices for graduate students based on our experiences and research we did for this deliverable. See specific policy change priorities at the end of document. Also discussed
- **Safety Plan** - Many criticisms we had of current EH&S Safety Plans was no explicit emphasis on potential harm to folks with underrepresented identities and no bystander intervention trainings offered explicitly through the program.
- **Resource Map** - *Agree generally with URGE's stance in example document here:* There is no current resource map, but a number of resources that are housed in different locations and are sometimes difficult to find. An updated resource map with easy direction on finding resources could be created and included as part of onboarding and/or orientation and incorporated into the employee handbook. The approval can be incorporated along with the admissions and hiring policy, as part of a proposal to hire a staff member or admit a student to the department.