



URGE Management Plan for Chico Geosciences Pod

This is a plan to incorporate deliverables into our organization as we continue to develop, assess, and finalize policies and resources.

Deliverable	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 through the institution	Sandrine	On Office of Equity Diversity and Inclusion website already	Last reviewed 2020, previously 2005. Interval unknown.	Not planned	Not planned	Institutional
Demographic Data	New from URGE program using available IR data	Hannah	Internal folder for faculty only until decided otherwise (check which data publicly available through IR).	Recommend every year	Yes if data posted on website?	Not planned	Department approve making information public
Policies for Working with Communities of Color	No	Rachel	Plan to build in policies for working with people of color or different cultures with Safety plan and Resource Map	With Safety Plan and Resource Map	With Safety Plan and Resource Map	With Safety Plan and Resource Map	With Safety Plan and Resource Map
Admissions and Hiring Policies	Yes, and modified from the institution	Sandrine	Internally available to faculty	Recommend annually	Recommended	Recommended for use of rubric	Approval at department meeting

URGE

Unlearning Racism in Geoscience

Safety Plan	Newly drafted in URGE session 6	Hannah	Blend of internal (more lab-specific) and public on the department website	Annually, but also after any major reported incidents	Recommended	Yes	Approval of plan by the department. Consequences embedded in policy.
Resource Map	Newly drafted in URGE session 7	Rachel	Post on department website	Additions on a rolling basis	Not planned	Yes	Check by department

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

- **Pod Guidelines** - Suggest to the department that the pod becomes a committee with the purpose of moving forward each of the proposed policy changes. Membership and leadership will rotate as is usual in our departmental committees.
- **Agreement** - The new committee will need to update the agreement to outline how they will interact with the department, with leadership and implement policies going forward.
- **Complaints and Reporting Policy** - We are using institutional policies, but will include them in the Resources map to make them more accessible to our students.
- **Demographic Data** - We will include publicly available student demographic data available on our website to highlight the diversity within our programs.
- **Policies for Working with Communities of Color** - These will be incorporated into the Safety Plan and Resources Map.
- **Admissions and Hiring Policies** - These are proposed modifications to the existing departmental Hiring and Graduate Admissions policies. These are not public currently, but we recommend posting policies (as much information as possible) publicly on the jobs board for potential candidates. Anti-bias training is already required for hiring faculty and for hiring from grant funding, but may need to be part of graduate student admissions as well.



Unlearning Racism in Geoscience

- **Safety Plan** - We are producing department guidelines for field and lab safety. Policy approval will be through the department. Includes Racial Risk Assessment and Policies for Working with communities of Colour. Department will determine the review process and consequences.
- **Resource Map** - We have produced a provisional resource map, but the new URGE committee will finalize it and the department will review and approve it.