

Deliverable	Existing Policy?	Initial Contacts	Location of document/policy	Frequency of review/update	Racial Risk Assessment	Training Recommendation	Approval, check, and/or consequence¹
Complaints and Reporting Policy	Yes	Pod Member(s)/Dr. Rickey Frierson	Internal now/plan to post on department website	<i>University Discrimination and Harassment policy: annually</i> <i>Department of Geosciences: proposed biannually</i>	Not planned	Not planned	Approval
Demographic Data	Partially	Pod Member(s)	Partial data: ir.colostate.edu/data-reports/ . Warner College Diversity, Equity, and Inclusion action plan is available: warnercnr.colostate.edu/diversity/about	<i>Warner DE&I plan: annually.</i> <i>Department of Geosciences demographic data: proposed annually</i>	Not planned	Not planned	N/A
Policy for Working with Communities of Color	No	Pod Member(s)	Currently internal	Proposed every two years	Planned	Diversity training recommended	Approval and consequence
Hiring and Admission	Yes	Pod members(s)	Currently internal	Recommended every two years	Not planned	Recommended	Approval
Safety Plan	No	Pod members(s)	Currently internal, plan to expand in some capacity to at least be part of departmental Field Camp document	Recommended annually and potentially after any incidents occur	Required for field areas, recommended for lab work	Required for leadership, recommended for participants	Approval and consequence
Resource Map	No	Pod members(s)	Internal, plan to share on department website	Recommended annually	Not planned	Not planned	Approval

¹Mechanisms for ensuring that policies are enacted and/or followed

- **Agreement/Pod Guidelines:** The pod guidelines concerning communication, discussion, and respect within our pod can be adapted and used for any and all meetings concerning these issues, e.g. faculty meetings, meetings with students, meetings with college-level leadership (Dean, President, etc.). Should this URGE pod become a more permanent committee or group, the general agreement for concrete action towards unlearning racism in the geosciences set forth by the URGE pod can be incorporated into that groups bylaws.
- **Complaints and Reporting Policy:** Currently, there is no policy in place specifically for the Department of Geosciences, nor is there one for Warner College. There is a fairly robust policy for reporting incidences of bias at the University level via an online [bias reporting form](#) and for reporting complaints against faculty and staff via the Office of Equal Opportunity and students via the Student Conflict Resolution Center. The proposed deliverable delineates these avenues for reporting with the goal of elucidating the process, as well as lays out potential opportunities at the Warner College level for reporting incidents. Ideally, this document would be accessible to all students, staff, and faculty via the departmental website, but approval for posting is involved and convoluted. For now, the document lives internally with the URGE Pod, but we are dedicated to making it as accessible as possible as soon as possible.
- **Demographic Data:** At present, demographic data are gathered and reported on by the University. While student success data is available, the specific format makes it difficult to impossible to track the success of BIPOC students, staff, and faculty in the Geosciences Department. Our suggestions for more close tracking of student demographics within the Geosciences department likely require close coordination with Office of Diversity and Inclusion, as well as the Human Resources department and other University-level departments and staff. Suggestions may thus not be implemented for many years. As a more immediate and achievable goal, we have proposed the Department of Geosciences track the demographics of invited speakers for their regular seminar series and commit to considering diversity when choosing potential speakers. We propose this goal may be best achieved via the inclusion of graduate students in the seminar planning process.
- **Policy for Working with Communities of Color:** No such policy exists for either Department of Geosciences or, as we could find, for the University at large. We have created a broad outline of recommendations for working with communities of color with the goal of making that outline available to departmental faculty and staff, though as of yet the document is still internal. Revision of this document is forthcoming, but it is our intention to make the final document widely available to graduate students, staff, and faculty. The document may be further revised as additional training and assessment are completed or additional experience is acquired.
- **Hiring and admission:** We structure this as a series of recommendations for updating existing hiring and admissions protocols. This will require close coordination with departmental faculty and approval by the OEO, and will be a point of continual effort for the pod or other similar group. We recommend that the CSU Geosciences Department identify and discuss potential biases that are part of the current search process and employ the use of rubrics future hiring and admissions processes. This document is currently internal, but it is our intention to present it as a formal series of recommendations at future departmental meetings. Ideally, a transparent summary of the hiring process for faculty and staff would one day be present on the department website, but this is likely years down the line.
- **Safety Plan:** This is a document designed to be incorporated and adapted ideally by the Department of Geosciences in near future, though it is also targeted at individual lab groups, field excursions/trips, and the like. The document is both informational in that it contains explanation and discussion of who the safety plan is for and why it exists and also procedural in that it contains recommendations for training and racial

risk assessment, as well as example drafts of statements to be signed by participants and leadership. At the moment, the document is internal to the URGE Pod; ideally, it will one day be part of departmental policy and available for all students, staff, and faculty. For the immediate future, we aim to include a brief acknowledgement and discussion of at-risk individuals and a plan for their safety in the 2021 Colorado State University Field Camp Agreement.

- **Resource Map:** As of now no extensive resource map exists. Ideally, this document could be provided to incoming students as part of a Student Handbook, or at least available as a webpage and/or PDF on a page the students have access too. The document could potentially be part of an employee handbook as well. For now, the document is internal, but we may attempt to provide wider access to it via the Office of Diversity and Inclusion for Warner College or in concert with the Departmental Diversity, Equity, and Inclusion committee.