



Unlearning Racism in Geoscience



UBURGE DELIVERABLE 8: POLICY BOOKLET AND SUMMARY

Progress report and management plan resulting from Spring 2022 UB URGE Pod efforts.

Deliverable	Existing Policy or Resource?	Where is it or will it be posted	Review/Update Interval	Racial Risk Assessment?	Training Recommended?	Approval, Check, and/or Consequence
Complains and Reporting Policy	Yes, insufficient	In Google Drive, yes it will be discussed/p osted. Not sure where.	Annually	Not yet/ planned	Yes	Approved by URGE meeting
Demographic Data	Yes, insufficient	UB website, external sites, google drive	Annually	No formal assessment	No	Approved by URGE meeting
Policies for working with Communities of Color	No	Internal? Part of the deliverable can be made public on the depart. website	Annually (eventually) May depend on fieldwork plans by research group.	Not yet/planned	Recommen ded	Approved by URGE meeting
Admissions and Hiring Policies	Yes, insufficient	Admissions- on department website, Google Drive Hiring- non-driscrim ination statement on website, unsure for	No scheduled review, dependent on current department administrati on	No formal assessment made, issues have been highlighted in the deliverable	Hiring: UB's Hiring a Diverse Faculty training should be required for hiring committee	Approved by URGE meeting

		full				
Safety Plan	Yes (field camp only)	Google Drive, field camp handbook, in labs with individual lab groups, department website?	Annually	Not yet/planned	Yes	Approved by URGE meeting
Resource Map	No	In Google Drive, but on department and/or geology graduate club webpage and in the Graduate Handbook eventually	Formally annually, but updated incrementally following suggestions from the community	Not yet/planned	Yes, recommended, as well as a part of the auxiliary Mentoring Plan in development by the DEI committee	Approved by URGE meeting

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

- Agreement
 - Our agreement will be revisited and resigned each year to include new members to UBURGE.
- Pod Guidelines
 - As above, pod guidelines will be reevaluated annually to give voice to new UBURGE pod members.
- Complaints and Reporting Policy
 - There is currently no formal reporting policy at the UB Department of Geological Sciences, and no clear guidelines or resources available outlining the procedure to raise issues or propose changes at either the departmental or university level
 - We will focus on developing a reporting policy for the Department in the Fall 2022 semester
- Demographic Data
 - We suggest that demographic data be updated and made more transparent. We also suggest hiring a staff member who focuses on collecting and reporting demographic data, and to work on Diversity and Inclusion matters in general.
- Policies for Working with Communities of Color
 - We suggest that the UB Department of Geological Sciences includes a land acknowledgement (modified from

<https://www.buffalo.edu/inclusion/strategic-initiatives/indigenous-inclusion.html>) on the department website. This acknowledgement should also be included in research presentations, and should be modified to acknowledge the communities that we work within during field research.

- The UBURGE pod will continue to develop policies for working with Communities of Color in subsequent UBURGE sessions.
- Admissions and Hiring Policies
 - We compiled and described admissions and hiring policies, and described areas for potential improvement for these policies
- Safety Plan
 - We produced a code of conduct for fieldwork and a list of resources for individuals who conduct fieldwork, and developed strategies for risk management at the departmental level. Due to the broad nature of fieldwork conducted in our department, we suggest that individual research groups develop their own safety plans. We provide a broad template for those safety plans
 - A broad field safety plan that abides by the NSF's field safety plan for proposals will be the secondary focus of the Fall 2022 semester.
- Resource Map
 - We have compiled a list of resources regarding fieldworks, reporting, funding, and health for graduate students.
- Path Forward
 - UBURGE will resume in the 2022-2023 academic year after a summer hiatus.
 - New members will be on boarded and, led by two existing UBURGE members, follow the URGE curriculum in the Fall 2022 semester, before joining senior URGE members in Spring 2023. Senior UBURGE members will be present during onboarding group meetings, to guide discussion
 - Senior members will continue to resolve deliverables during biweekly meetings. We will identify one or two focus areas to address at the beginning of each semester