

URGE

Unlearning Racism in Geoscience

Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) is a community-wide journal-reading and policy-design curriculum to help Geoscientists unlearn racism and improve accessibility, justice, equity, and inclusion (AJEDI) in our discipline. URGE's primary objectives are to (1) deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience¹, (2) use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies^{2,3}, and (3) share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage. By meeting these objectives, we hope that Geoscience departments and societies will be able to implement a well-researched crowdsourced group of anti-racist policies.

Deliverable - Safety Plan

Education is essential but action is also imperative for achieving the objectives of URGE. Therefore, each URGE topic is paired with deliverables for individual pods to draft and share. This deliverable is a safety plan, whether you work in a laboratory or in remote field settings.

Consider spaces in your organization as well as in the broader geosciences that have barriers to access for people of color. Much of the attention on this topic has been regarding field work⁴ but this also applies to spaces closer to home, e.g. a Black graduate student walking home late from lab work may be more likely to be stopped and questioned by police. Consider that Black, Brown, Indigenous, and other people of color will face different challenges from one another.

Suggested discussion questions:

- Where is your work done? Are these spaces uncomfortable or unsafe for people of color?
- What training does your organization require or offer? How often? Do you find this training effective? What would you introduce to make it more effective?

Deliverable: Develop and publish a safety plan specific to your pod (lab, university, organization). This safety plan should include a code of conduct as well as a process for reporting violations, as covered in your Complaints and Reporting Policy deliverable from Session 2. Outline training resources that are available and requirements for antidiscrimination, bystander intervention, and de-escalation training. For field work, include a racial risk assessment of sites, a pre-departure checklist of discussions within the field team, procedures for documenting incidents in the field, as well as additional required or supported training⁵. This safety plan can (and should be) a work in progress that is revisited and refined.

- Example Safety Plan: (Demery & Pipkin, 2021) www.preprints.org/manuscript/202008.0021⁶
- Example Code of Conduct: [Basin Research Group](#) (under "Inclusivity and Diversity")
- More Resources: https://serc.carleton.edu/advancegeo/resources/field_work.html

Pods should upload their safety plans to the URGE website by 4/16/21. We also encourage pods to post on their organization's website and share over social media (#URGEoscience & tag @URGEoscience). Sharing deliverables will propagate ideas, foster discussion, and ensure accountability.

¹R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

²<https://notimeforsilence.org/>

³<https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>

⁴www.sciencefriday.com/segments/making-outdoors-inclusive

⁵J. Anadu, H. Ali, C. Jackson, Ten steps to protect BIPOC scholars in the field, Eos, 101, DOI: [10.1029/2020EO150525](https://doi.org/10.1029/2020EO150525) (2020).

⁶AJ.C. Demery, M.A. Pipkin, Safe fieldwork strategies for at-risk individuals, their supervisors and institutions. Nat Ecol Evol, (2021).