

# URGEO

## Unlearning Racism in Geoscience



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### URGE Resource Map for Department of Earth Sciences at Montana State University

This is a draft Resource Map for Department of Earth Sciences at Montana State University.

We currently have a lot of resources on the Universities Diversity, Equity and Inclusion website, but less so on our department website. We do have a student handbook (<https://wwwtest.montana.edu/earthsciences/graduate-program/MSU%20ESCI%20Graduate%20Handbook.pdf>) but this document is largely based around specifics of the M.S. or PhD. requirements, lacking more fundamental 'living in Bozeman, MT' resources. I imagine that we also do not have the tools or knowledge currently to bring in any additional resources that would address the needs of people of color.

Although individual advisors have mentoring plans, we have not evaluated them for how inclusive they are to all voices, or compared them between individual PIs. During our discussion, we had one member of the group that shared the Berkeley's handbook that is written by graduate students, for graduate students. This document feels more inclusive and welcoming, because it deals with topics that students need advice on for general wellbeing, including:

Housing - <http://www.montana.edu/fgh/>

Winter/Cars - <https://www.montana.edu/srm/tailgate/winter-walking.html>

Healthcare - <https://www.montana.edu/gradschool/wellbeing/index.html>

DEI Resources- <https://www.montana.edu/diversity/resources/index.html>

Although we decided that we would like to go towards the direction of developing a more personal handbook, it is clear that part of this assignment is to address the resources available and needed for people of color at Montana State.

Because we have only 1 person of color in our POD, I have chosen to provide information surrounding the recommendations and requests of the campus BIPOC organization.

### **The voice of the Black, Indigenous and People of Color at Montana State University**

#### **ACTION PLAN**

##### **Priority #1**

Develop an undergraduate certificate program and/or a minor in Africana Studies by AY 2023-24.

\*Title of program and type of offering will be at the discretion of the College of Letters and Science.

Individual Responsible: Dr. Yves Idzerda  
With questions, contact [Dr. David Eitle](#)

### **Priority #2**

Expand and sustain Center for Faculty Excellence (CFE) trainings around racial equity topics that provide opportunities for ongoing involvement from BIPOC students, using evaluation responses to inform existing training.

Individual Responsible: [Dean Adams](#)

### **Priority #3**

Submit a formal request for new Diversity and Inclusion Student Commons (DISC) space that supports the vision for expanding DISC services and offerings to more directly support BIPOC students and address issues of racial equity.

Individuals Responsible: [Ariel Donohue](#) and [Chris Kearns](#)

## **CORE CHALLENGES**

- [Core Challenge #1](#) - Educational and professional development opportunities related to Black/African\* identity and history are needed both in and out of the classroom.
- [Core Challenge #2](#) - Increased faculty and staff support and additional student-support resources are needed for Black/African/BIPOC students.
- [Core Challenge #3](#) - Efforts are needed to address the safety and belonging of BIPOC students in campus spaces.
- [Core Challenge #4](#) - At MSU, there are disparities in enrollment, retention, and graduation amongst BIPOC students as compared to the general student population. As MSU is a research institution with access to data, the challenge is to utilize existing data to inform policy and strategies to increase BIPOC student enrollment, retention, and graduation rates.