

URGE

Unlearning Racism in Geoscience



URGE Pod Agreement for UIC's Department of Earth and Environmental Sciences

This agreement is between EaES URGE pod and Kathryn Nagy, Department Head of the Earth and Environmental Science department at The University of Illinois at Chicago. Dr. Nagy has joined as a member of our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod, is attending all weekly scheduled meetings as well as the author interviews, is reading the suggested materials, and assisting with drafting deliverables.

Our intention as a pod is to further engage and share our findings with the Associate Dean for Faculty Affairs, both the Diversity Committee (pod leader Meyer-Dombard is a member of this committee) and the Diversity Council (department faculty member Kimberly Van Meter is a member of this council), as well as other STEM department heads in the College of Liberal Arts and Sciences, and with the Associate Chancellor and Vice Provost for Diversity at UIC. We will wait to finish the URGE program before interacting with these administrative groups so that we have a concrete description of how we are enacting change within our own department, and know best what we need to support our efforts. After two sessions of URGE, examples of changes being discussed include

1. Making the procedure for registering complaints and grievances more transparent for students, who may feel intimidated or overwhelmed by the process,
2. Developing a JEDI training module for TAs and graduate students,
3. Altering our department norms for Promotion and Tenure to require JEDI related activities.

We acknowledge that more actionable items will emerge as we continue to participate in the URGE program, and expect our specific needs for support from the administration to become clear after the program has concluded.

We are committed to URGE's primary objectives:

1. Deepen the community's knowledge of the effects of racism on the participation and retention of BIPOC in Geoscience¹
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies^{2,3}
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

We are committed to our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our department.
2. Develop an anti-racism Action Plan with actions specific to issues in EaES, including methods for measuring and reporting progress.
3. Share our findings and successes with other STEM departments at UIC to extend anti-racism efforts cross-departmentally.

We are committed to pursuing these objectives individually, as a pod, and as an organization.

¹ R. 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>

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11 February, 2021

Pod Leader(s)

Date

Uni./Org. Leadership

Date

Pod Members:

Faculty: D'Arcy Meyer-Dombard, Kathy Nagy, Stefany Sit, Andrew Dombard, Gavin McNicol,
Graduate Students: Judy Malas, Dan Russo, Joey Paterski, Paolo Benavides,
Undergraduate Students: Elena Kabashi, Ellyn Leahy