

UNH NREN URGE Pod Agreement

Recent events have ignited conversations about systemic racism and renewed awareness of the ways that Black, Indigenous, and People of Color (BIPOC) face discrimination and racism in Academia. This results in lower representation and retention of BIPOC in STEM fields. Joining URGE allows us to engage in conversations surrounding diversity, equity, and inclusion (DEI) within our department at UNH. As a department that is largely white, we have a lot of listening, learning, and acting to do. URGE will serve as an initial guide for our recently established DEI Committee. Over the long term, we wish to develop an inclusive and historically responsive environment where BIPOC students and faculty can thrive in learning and practicing natural resource and environmental science and management.

Goals for our pod:

- Learn and engage in difficult conversations
- Work to identify our own biases and their underlying causes
- Work to understand the history of racism in science, education/academia and the natural resources/environmental sciences
- Work to understand how historical imbalances in access and opportunities to STEM fields (and natural resources & environmental sciences specifically) manifest today
- Direction on initiatives moving forward
- Develop anti-racist department policies

Our department (Natural Resources and the Environment, NREN) and our college (College of Life Sciences and Agriculture, COLSA) have increasingly recognized the need to address and remedy institutionalized racism and other forms of inequality. Both the Chair of the NREN department and Dean of COLSA are eager to bring social equity and justice to the forefront of our scholarship. They are supportive of new and ongoing DEI efforts, and we look forward to inviting them to join one of our URGE pod meetings and following up on the outcomes of this experience.

Over the short term, our success will be measured through the development of policies that make clear that our department is a safe and inclusive space for people from all backgrounds, races, ethnicities, genders, and sexual orientations. We will monitor participation in future workshops and trainings and seek feedback to improve these efforts in future years. In the long term, our success will be measured through increasing diversity of students, staff, and faculty in our department so that it better reflects the diversity of our nation. We will reflect on departmental policies to ensure that consideration of diversity, equity, and inclusion is always at the forefront of our department and institution decisions on hiring, teaching, research, and outreach.