

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.

CAWS/RenR Pod Deliverable - Agreement

February 12, 2021

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 an agreement with the pod and the leadership of the organization.

Establishing a concrete agreement ensures that your pod is committed to actions and change that can be achieved within your organization. *Performative work does not move the needle.*

The agreement should be made between the pod members and the leadership in your organization or institution, whether that is a department chair, dean, university or company president, or other form of organizational leadership. This agreement should outline goals of the pod as well as a series of scheduled meetings between the pod and leadership. The agreement should include an invitation for leadership to attend at least one regular pod meeting during the URGE series as well as a follow up meeting after the series concludes. Consider scheduling meetings around leadership meetings in your organization to be appropriately timed for proposing and taking action, as well as giving your pod time to develop and finalize deliverables. *If your pod members are not within one organization, write down where you each have influence and schedule meetings with those individuals to discuss relevant actions.*

Pod agreement

- 1.** Our pod will meet with Dr. Ellen MacDonald, chair of the Renewable Resources department, and other available department co-chairs at the start of Urge.
- 2.** The goal for our pod is to push to instate the action items of the deliverables at the department level
- 3.** At the first meeting (scheduled for February 19th, 2021 9am MST) we will discuss the following items and questions
 - We will outline the goals of Urge and discuss the deliverables
 - We will invite the leadership to attend the meeting sessions
 - We will establish tentative meeting dates with the leadership for follow-up discussions after the course ends

- We will ask the leadership what the goals and responsibilities of the newly created, department-wide and faculty led DEI group are. We will additionally ask who is on the DEI committee and if they are compensated for their work.

- We will extend an invitation to join session meetings to the faculty DEI members

- We will discuss our goals for the deliverables with the leadership and also discuss the importance of our labor in creating these deliverables

-We will ask the leadership what is the process of enacting these deliverables if we do provide actionable suggestions, including, but not limited to, training faculty members in DEI.

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>

⁴ <https://roadmapconsulting.org/resource/racial-justice-assessment-tool/>