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## Deliverable 1.2 – Email to CREEM and Maths & Stats Leadership

To: David Borchers, Catriona Harris, Len Thomas, Aidan McNaughton, Mark Chaplain

Subject: Unlearning Racism Initiative

Date: 16 February 2021

Dear Colleagues,

Over the past year, many of us have begun to realize the extent of structural racism present in our society, including within academia. A group of geoscientists in the US have created a curriculum on Unlearning Racism in the Geosciences ([URGE](#)) for which we have formed a discussion group within CREEM. This curriculum consists of 1. reading journal articles and watching related interviews with experts in anti-racism, justice, equity, diversity, and inclusion, 2. examining current practices and developing anti-racist policies and strategies within our specific organization, and 3. sharing, discussing, and modifying anti-racist policies and strategies with input from other URGE participants and from our wider community.

The four of us (Eiren, Popi, Théo, and Theoni) have met to discuss our individual motivations for unlearning racism and what we hope to accomplish through URGE. We have agreed on the following group goals:

- **Personal understanding:** as individuals, we would like to better understand the past and present of racism against black and brown people and to recognize what it looks like in our own personal and professional lives.
- **Institutional understanding:** as a discussion group, we would like to explore the history of racism in ecology and statistics and to examine current Department and University policies to better understand how racism may be embedded in our institutional practices.
- **Forward momentum:** as members of CREEM and Maths & Stats, we would like to take what we learn and work with others in the department to suggest policy changes where appropriate.

We plan to meet every other Friday at 11AM and welcome you to join any of our meetings. As we move through the curriculum, we may reach out to you for assistance in locating relevant information; for example, one of the deliverables requires us to find or compile demographic data on hiring and admissions within the department.

Additionally, we plan to give a CREEM seminar on June 16<sup>th</sup> to share what we have learned with the wider community. We hope that this seminar will result in open discussion and refinement of any suggested changes to departmental policy. To that end, we would plan to schedule meetings with the Maths & Stats EDI committee and with CREEM and Maths & Stats leadership following the seminar.

There are several hundred discussion groups totaling several thousand people participating in this program. We are excited to be part of this cohort of scientists grappling with racism within ourselves, our

organizations, and our wider community, and hope that we can count on your support through this process.

Sincerely,

Eiren Jacobson

Popi Gkikopoulou

Théo Michelot

Theoni Photopoulou