

# URGE

## Unlearning Racism in Geoscience



EARTH &  
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### URGE Deliverable 2 – POD Agreement

Earth and Environmental Sciences Area  
Lawrence Berkeley National Laboratory

The URGE Pod at LBNL has agreed the following goals for action during and following the URGE course. The URGE Pod members have scheduled a meeting with EESA leadership in April to describe these activities. Each activity will be described by one participant.

**Expand the diversity of invited speakers at EESA colloquia** e.g. Distinguished Scientist seminar series.

*LBNL URGE members:* Corinne Layland-Bachmann, Verónica Rodríguez Tribaldos, Pat Sorensen, Stephany Chacon, Ulas Karaoz

*Prep:* Draft a list of specific examples. Identify speaker series to work with.

**Generate an EESA Diversity Statement**, describing the Area's specific goals and commitments.

*LBNL URGE members:* Cynthia Gerlein-Safdi, Ben Gilbert, Sebastien Biraud

*Prep:* Look for examples, look for what Area and LBL is already committing to. Check in with EESA Human Resources (HR) about IDEAs goals and tracking associated with annual performance reports. Incorporate commitment to publicly state which diversity metrics are being tracked and progress over time.

**Add Diversity and equity considerations to the Staff Committee** that oversees and approves hiring and promotion decisions.

*LBNL URGE members:* Tetsu Tokunaga, Christin Buechner, Chaincy Kuo

*Prep:* Reach out to IDEAS hiring committee to understand if they have implemented this already. Identify examples where this have been done successfully, including on campus. EESA requires a diversity statement in promotion case - ask HR for more info. How would the quality of the Diversity statement be evaluated? Should the request for a diversity statement be structured for key topics? What about postdoc hires? Perhaps a standard set of questions? When asking for such a statement, link to the EESA diversity statement (see above)

**Improve the communication of Area IDEAS activities to new hires.**

*LBNL URGE members:* Helen Weierbach, Pat Sorensen

*Prep:* Reach out to HR to establish what material is provided. Look into IDEAs training for new hires (area or lab) Janie Pinerits and Lady Idos.

**Add a vocational training and networking component to EESA intern programs** to increase the career value of an internship in the Area, helping to demonstrate successful career paths for potential geoscience STEM students, particularly first-generation scholars.



## Unlearning Racism in Geoscience

*LBNL URGE members:* Ben Gilbert, Sebastian Uhlemann

*Prep:* Develop curriculum and potential sustainable funding sources

**Develop a curriculum on environmental racism, extractive industries and current geoscience research** for communication and bridge-building with communities harmed by such activities. 9pop

*LBNL URGE members:* Verónica Rodríguez Tribaldos, Ulas Karaoz, Harry Lisabeth, Jinyun Tang

*Prep:* Reading list: Experience of interacting with indigenous communities on field work e.g., in Alaska.