

## **URGE Deliverable 2 - POD Agreement**

### **Earth and Environmental Sciences Area**

#### **Lawrence Berkeley National Lab**

The URGE Pod at LBNL has agreed the following goals for action during and following the URGE course.

The URGE Pod members will request a meeting with EESA leadership to be held by the end of March 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 Tracy about IDEAs goals and tracking associated with PMP

**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. Are there examples where this have been done successfully (check ESPM). EESA requires a diversity statement in promotion case - ask Tracy 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

**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.

*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:* Helen Weierbach, Verónica Rodríguez Tribaldos, Ulas Karaoz, Harry Lisabeth, Jinyun Tang

*Prep:* Reading list (link to EPS zotero library by Samantha ); Experience of interacting with indigenous communities on field work e.g. in Alaska.