

URGE

Unlearning Racism in Geoscience

URGE Pod Agreement for EES @ Lehigh



This plan shows how the ***Earth and Environmental Sciences @ Lehigh Pod*** will interact with and disseminate information about what we've learned and our action items with various institutional leadership at Lehigh University]. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following planned:

Leadership participating in the pod

Department Chairperson (Gray Bebout)

Member of Faculty Senate (Peter Zeitler)

Membership of the Department Committee on Diversity and Inclusion [Anne Meltzer, CDI Chair, Peter Zeitler, Joan Ramage, Mariah Matias, William Reichard-Flynn]

Membership of the Department Graduate Instruction Committee [Ben Felzer, GIC Chair]

Membership of the Department Undergraduate Instruction Committee [Stephen Peters]

Bringing what we've learned to our peers (students, staff, postdocs, faculty) in EES

We decided to use existing structures to bring up things we've learned and remind people about existing resources. Using existing structures will help bring on board our whole department and make sure that inclusivity and anti-racism/anti-bias are always part of our culture. Examples include regular graduate student training, weekly seminar time period, and through committee structures. A team of graduate student URGE members is working on developing the first event for later this semester.

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>



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Discussing and addressing action items beyond EES

Department chair will bring attention to URGE and EES pod with other science chairs.

Senate representative will bring up with peers in the Faculty Senate as appropriate.

Pod leader or member will bring attention to what we are doing with the Graduate Life Office and College faculty (CAS meeting on 2/15/2021).

Students will bring up with undergraduate student senate and graduate student senate

A subset of members will speak with Office of Multicultural Affairs and Office of Diversity, Inclusion, and Equity

We will write a short piece for our department website and newsletter.

We are committed to URGE's primary objectives:

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}
3. Share, discuss, and modify policies and strategies to be anti-racist and inclusive within a dynamic community network and on a national stage.

We are committed to our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our organization.
2. Develop an anti-racism Action Plan with actions specific to issues at University/Organization including methods for measuring and reporting progress.

We are committed to pursuing these objectives individually, as a pod, and within our department/institution.

Pod Members:

Joan Ramage

Tiffany Baumann - tmb219@lehigh.edu



Unlearning Racism in Geoscience

Vicki Jagdeo

Andrew Spatz

Anne Meltzer

Mariah Matias

Will Reichard-Flynn

Ben Felzer

Steve Peters

Kelden Pehr

Heidi Cunnick