



PLU Geosciences URGE Pod Goals:

- Defining norms for our group
- Identify what our policy is with regard to complaints about racism, and clearly communicate this on our website
- Learn about racial diversity at PLU and in PLU Geosciences
- Develop a policy for working with communities of color
- Work with Human Resources and/or Jen Smith to identify strategies for hiring and retaining faculty of color, or otherwise seeking collaborations with scholars of color in the event we cannot hire in the coming years
- Work with Jen Smith, Admissions and/or other offices on campus to identify strategies for how we can attract and retain diverse students
- Develop a lab and field code of conduct that is inclusive and explicitly addresses discrimination
- Identify resources that will help us in this work
- Develop and plan for an accountability program to help us achieve these goals and measure their success

Next steps or future priorities:

- Develop a shared vocabulary and definitions for talking about racism.
- Write a statement about our commitment to unlearning racism that we can post on our website
- Revisit our mission and learning objectives with an inclusivity lens
- Revisit our course descriptions and overall curriculum/course offerings with an inclusivity lens

PLU Geosciences Pod Schedule! Meetings are from 4:15 - 5:15

| Meeting Day! | URGE Curriculum | Topic | Deliverable |
|---------------|--|--|---|
| February 1st | Session 1: Racism and Definitions | Group Norms | Pod Guidelines and Agreement |
| February 8th | Session 1: Racism and Definitions ; Session 2: Racism and Individuals | Defining the words we use; What is my place in all of this? | Policy for Dealing with Complaints |
| February 24th | Session 3: Racism and History | Where are we in the Geosciences? | Statistical Analyses of our Program and its History |
| March 10th | Session 4: Racism and Justice | The Long-lasting Impacts of Racism in Geoscience | Policies for Working with Communities of Color |
| March 24th | Session 5: Racism and Accessibility - with Dean Jen Smith, Dean of Inclusive Excellence | Breaking Down the Barriers in Our Discipline | Admissions and Hiring Policies |
| April 7th | Session 6: Racism and Inclusivity | Building an Anti-Racist and Inclusive Community | Lab and Field Code of Conduct |
| April 21st | Session 7: Racism and Self Care | Taking Care of Ourselves in the Face of Racism | Asset Map of Resources to Combat Racism |
| May 5th | Session 8: Racism and Accountability | How do we keep ourselves accountable to anti-racist work? | Accountability Program |