

# URGE



## Unlearning Racism in Geoscience



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This is what was found by SEAS Islands Alliance Pod on policies for handling complaints, the reporting process, resources, and possible outcomes. Some information was public; answers that were only found through follow up with contacts are noted.

- **The link(s) to the reporting policy at our organization are here:**

As an NSF Includes Alliance, each member is governed by their institutional policies, but we do have agreed up rules of engagement that are available on our interactive web portal. This is not public, but is available to all members of the Alliance and included at the end of this document.
- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**

The Alliance does not have a direct mechanism in place for dealing with complaints and other transgressions. Individual hubs have instituted different mechanisms for dealing with this within certain groups. For example, there are hub members within the Puerto Rico Hub that are designated contacts for the Island Workforce Fellows, and these contacts are not the direct supervisors of the Workforce Fellows.
- **What are the outcomes or consequences for reported individuals?**

The Alliance has handled cases individual and have not identified specific mechanisms, but discussions are ongoing to codify these policies.
- **What resources are available for individuals reporting?**

Resources are available at individual institutions but there are no Alliance level resources within the project.
- **What resources are available to groups raising issues or proposing changes?**

The Alliance uses a collective impact model for its work and relies on that model as a foundation for dealing with change within the organization.

We are also looking into the resources that our funding agency (NSF) might have to help resolve complaints and help develop healthy group dynamics to achieve our program's mission.

# URGEO

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From the Seas Islands Alliance portal in Salesforce, accessible to all members:

## Rules of Engagement

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- Everyone's voice matters
- We are all learning and we all have something to contribute
- Listen to understand
- Assume positive intent
- Pay attention to who is talking and who is not
- What you put into this work is what you're going to get out of it
- Speak from your own experience instead of generalizing
- Seek to affirm and connect - use “yes, and” statements
- Be open to new ways of doing things
- There are a diversity of possible solutions for any given challenge
- Be present
- Have fun and be creative