

URGE

Unlearning Racism in Geoscience



URGE Pod Agreement for Northwest 5 Consortium+ (NW5C+)

This agreement is between the NW5C+ URGE pod and our respective campus leadership at Lewis & Clark College (Portland, OR), Luther College (Decorah, IA), Whitman College (Walla Walla, WA), and Willamette University (Salem, OR). Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the respective College Leadership:

Lewis & Clark College

1. Discuss possible campus initiatives to increase diversity in Chemistry, Biology, Physics, Math and Geosciences. Date TBD.
 - In attendance: Dean of equity and inclusion.

Luther College

1. Discuss incorporation of evidence for inclusive excellence in review criteria for tenure and promotion. Date TBD.
 - In attendance: Appointment, Tenure and Promotion committee, Center for Excellence in Teaching and Learning director, Dean of the Faculty

Whitman College

1. Monday Feb 1st, 2020. Discussed creation of a one-credit, 100-level research experience course to support first year students (FYS) interested in science. The course will be advertised to students who participate in the summer orientation course for first generation/ working class students. Discussed associated NSF proposal that would, in part, create senior peer mentors for the FY students in the 100-level course.
 - In attendance: Dean of Students, Assoc. Dean of the Faculty

Willamette University

1. Discussion of ENVS department priorities to increase diversity within our majors/minors - Date TBD
 - In attendance: Department Chair, department faculty
2. Discussion of campus initiatives to increase diversity across STEM programs - new work group to support DEI in STEM is currently forming - group members and Date TBD

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 Geoscience.
2. Use the existing literature, expert opinion, and personal experiences to consider anti-racist policies and strategies.

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 our respective colleges including methods for measuring and reporting progress. *We cannot commit to development of Action Plans because we are individual members of departments whose other members are not participating, at this time, in URGE. This means that we can propose and promote anti-racist policies and plans yet we cannot guarantee that such policies will be adopted by our departments.*
3. Share and discuss our URGE-inspired knowledge with departmental colleagues to create anti-racist candidate review practices during hiring for replacement professors, to increase the breadth of experience embodied by guest lecturers in the geosciences, and to support the entirety of our students at our various institutions. We are committed to pursuing these objectives individually, as a pod, and as an organization.

Katja M Meyer

2/22/2021

Scott Pike

February 22, 2021

Pod Leader(s)

Date

Uni./Org. Leadership

Date

Pod Members: Katja Meyer, Kirsten Nicolaysen, Scott Pike, Laura Peterson, Jessica Kleiss

Comments & Notes about the "Agreement" that we are crafting.

1) What motivated you to join URGE? What measurable goals do you have for yourself? For your pod? For your organization or institution?

- Interested in learning as much as I can in order to influence decision making as I can in future decisions as a faculty member.
- Interested in preparing values & rationales for future faculty hires.
- Have a goal of building a stronger system of community among our majors.

2) Where does your organization or institution stand on racial justice?

- (LC) pays systematic
- (Willamette) is under-staffed, so it's a struggle.
- (Willamette) has done a good job recruiting a diverse student body - one of the best in the PNW. We could improve retention of both students and faculty of color.
- Students of color feel unheard & disenfranchised. Institutional racism is also disturbingly present.
- (Willamette) working on building community among ~40 majors / year. GEOL is less diverse than institution.

3) How will you measure the success of actions you take at your organization or institution?