

[URGE Deliverable 1 Session 2 Reference](#)

If your pod members are not within one organization, write down where you each have influence and schedule meetings with those individuals to discuss relevant actions.

All of the members of our pod are not within one organization. Additionally, our pod is composed of members who are not necessarily within an organization themselves. For these reasons we have committed to individually writing down our commitments to improving accessibility, justice, equity, diversity, and inclusivity in the geosciences within our current positions of influence.

**Brianne Baxa, M.S. in Oceanography, Washington State**

As a parent working in the home, my influence is currently with my two young children. In the future, I hope to take what I have learned and apply it to establishing an equitable curriculum for Introductory Ocean Science courses at the college level.

**Charles Stern, B.A., Los Angeles, CA**

I am a new entrant to the field of geoscience computing. My previous work, which I departed last year, was in medical devices. For the past 6 months, I have been learning scientific programming with an emphasis on geoscientific applications, and am now beginning the process of searching for a job in this field. As a cis-gendered white male, I am aware---and have become increasingly so, through the URGE curriculum---of the extent to which this field has historically been, and remains, a place which is accepting of people like me, and that not all people feel the comfort I do in these spaces. Even more so, I am coming to understand the ways in which the overt racism of this and many other spaces in contemporary American culture is actively hostile to BIPOC participation. Through URGE, I commit to crafting a set of D.E.I. Commitments to guide my future career, which I will both share in a public manner (on a personal website, for example) and with future employers and colleagues, and use to guide decision making and actions to center equity and inclusion in my future workplace(s).

**Cian**

TBD

**Emily McAllister, B.Sc., EP.t., Sudbury, ON, Canada.**

I am currently working as a Geological Consultant and am self employed. I currently volunteer with the Sudbury BLM chapter with the policy development team. Through my volunteering with BLM and my enrolment with URGE I am working on becoming a stronger advocate for diversity in geosciences. My motivation for being a part of this

cohort is to bring meaningful change and be a change driver within our industry. I plan to do this through creating opportunity, being a strong ally, and being anti-racist in all aspects of my career.

I am working on creating a robust framework to evaluate companies I may work with or use in purchasing and procurement to help create equity and bring opportunities to minority lead businesses and individuals.

I am using the skills and knowledge from URGE to assess how I make hiring decisions. And questions I should ask prior to working with a company to ensure our values align. In areas where I am able to drive conversations and influence, I will be bringing up ways to be supportive and encouraging my teams to be more diverse. As we progress through URGE and my own professional development I will assess and adjust accordingly.

I recognise my privilege, and will use it to be a powerful driver of change. I recognise that the geosciences have caused harm to many communities through colonisation and past unethical practices and want to be a part of creating a future that works towards meaningful reconciliation and creating a diverse sector.

**Judith Radloff, B.Sc., M.Sc., Licensed geologist (with engineering and hydrogeology specialties), Washington State.**

I work for King County, Washington, a government that has elected and career professional leadership. My department employs and works with professional geologists at local, state and national levels, in other governments, academic institutions, and private consulting firms. King County has an Equity and Social Justice (ESJ) strategic plan (2016-2022) and is actively training staff, changing policies, increasing diversity in hiring, and leading with race in all areas to better serve the residents of King County. Progress on the strategic plan is tracked continuously. Six goal areas indicated how King County proactively invests “upstream” where needs are greatest: leadership, operations and services; plans, policies and budgets; workforce and workplace; community partnerships; communication and **education**; and facility and system improvements. King County is committed to advancing a regional collaboration on equity with partners across work sectors in order to achieve our ESJ goals. For example, we partner with indian tribes that are both federally recognized and unrecognized, on all of our flood risk reduction and integrated floodplain management programs and projects.

As a senior scientist within my immediate work group (section) of 65+ people and within my division (about 300 people), I have the ability to influence project implementation, policy and hiring of staff, interns and contractors. We integrate ESJ

into our daily project work, staff meetings, trainings, interactions with residents, contractors, the public and leadership. I decided to get involved with URGE because I am reaching the stage in my career where I am involved in hiring both staff and interns and providing mentorship to early-career geoscientists. I want to help break down barriers to BIPOC entering the geosciences and other natural science fields and feeling welcomed, included, and successful in their careers. The work that URGE is leading to improve diversity and equity in the academic arena is crucial to my future ability to recruit diverse candidates for geoscience positions.

**Katarena Matos, MSc., Incoming Ph.D. Student @ CU Boulder for Fall 2021**

Currently, I am not affiliated with a specific institution but in the Fall of 2021, I will be joining a Ph.D. program. At the moment I know the University, department, and lab to which I will belong. During the URGE Program, I commit to finding all of the places within my lab group, department, and University in which I can push for policy changes in order to make the geosciences more accessible, just, equitable, diverse, and inclusive for all current and future students. Within this role, I plan to locate the key players (Principal Investigators, professors, chair of departments, and deans) with whom I can meet to discuss current policies and how they can be improved. Additionally, I commit to doing the same within the professional organizations which I am a part of. The main goal of my involvement with the URGE program is to find exactly what changes can be made at the institutional level that will create a supportive and inclusive environment for the next generation of geoscientists to thrive.

**Kate**

TBD

**Sara Beroff, GIT. BA in Geology, Oakland CA.**

I am currently serving as an editor with Springer Nature to curate two textbooks for their Women in STEM series. The two volumes that I am working on will be titled *Gender Minorities in Geoscience* and *Gender Minorities in Climate Change Mitigation and Adaptation*. I plan to use the resources provided by URGE to create anti-racist content for my volumes as well as educate and network within the field to understand who is doing what with regards to addressing systemic racism in the geosciences. I am at a crossroads with various aspects of my personal life so I commit to taking the learnings from URGE with me into whatever next step I have in my professional career, whether it be technical or editorial in nature. I commit to doing my best to synthesize the information presented and discussed through this program to become a better ally and use my position of power as a white woman to lift up the voices of Black, Indigenous and other People of Color in my discipline.

