



Unlearning Racism in Geoscience

Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) is a community-wide journal-reading and policy-design curriculum to help Geoscientists unlearn racism and improve accessibility, justice, equity, and inclusion (AJEDI) in our discipline. URGE's primary objectives are to (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}, and (3) share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage. By meeting these objectives, we hope that Geoscience departments and societies will be able to implement a well-researched crowdsourced group of anti-racist policies.



Deliverable - Safety Plan

The 2YC URGE pod is currently designing a safety plan that is appropriate for our students and our teaching and learning environments. We are first focusing on safety in our introductory-level classrooms, defining what it means to be safe both physically and mentally. This starts with the wording used in the syllabus to the parameters set up for online and in-class discussions and group work. Our field trips are typically only for a few hours on one day to accommodate our 2YC students, but there are important components each pod member discussed that would be appropriate for short-term trips, such as being clear on the itinerary (bringing in the ideas of TILT (transparency in learning and teaching)), the schedule for food/bathroom breaks, required clothing, land acknowledgements for the field trip sites, etc. We are also collecting examples of the reporting procedures at our 12 different institutions to include with our final deliverable and will discuss how these can be introduced to students.

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- Example Safety Plan: (Demery & Pipkin, 2021) www.preprints.org/manuscript/202008.0021/⁶
 - Example Code of Conduct: [Basin Research Group](#) (under "Inclusivity and Diversity")
 - More Resources: https://serc.carleton.edu/advancegeo/resources/field_work.html

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>

⁴ www.sciencefriday.com/segments/making-outdoors-inclusive

⁵ J. Anadu, H. Ali, C. Jackson, Ten steps to protect BIPOC scholars in the field, Eos, 101, DOI: [10.1029/2020EO150525](https://doi.org/10.1029/2020EO150525) (2020).

⁶ A.J.C. Demery, M.A. Pipkin, Safe fieldwork strategies for at-risk individuals, their supervisors and institutions. Nat Ecol Evol, (2021).