



Suggested Resources and Wording for Universities

The 2YC URGE pod is composed of individuals from 12 different institutions. We have each been researching and sharing what plans/policies are in place at our institutions – and what is lacking or even missing.

Some of the items we are compiling from across our schools for our final deliverable, even coming up with a suggested model for others to follow, include the following:

- Hiring Practices (with challenges in recruiting and retention)
- An Overview of Racism Complaints Policy (with survey results, policy analysis, policy considerations, and departmental recommendations)
- Resolutions and statement (anti-racist policies, etc.)

Although 2Ycs do not have 4-year degree programs in the geosciences or graduate students, we are also working on information appropriate for undergraduate students in the first two years, including:

- Wording for the syllabus
- How to construct the first day of class
- Pronouns – when to ask, how to respond
- Establishing a safe space vs. safer place
- Mentorship and undergraduate research

Because we are working as individuals to gather information across multiple institutions, it is taking us long than the two-week interval for the session to compile and present our information in a format that is of use to others. We will have a first draft of the deliverable document ready for distribution in the summer and hope to give our first presentation of our URGE experience at the Earth Educators' Rendezvous in July 2021 (pending abstract acceptance).