

Dear Deans Sampson and Shepson,

For the last four weeks, 35 students, staff, and faculty from CAS (Geosciences and Ecology & Evolution) and SoMAS have been engaged in the NSF-funded Unlearning Racism in Geoscience (URGE) program (<https://urgescience.org/>). URGE is a multi-institutional journal reading and policy design program that focuses on unlearning racism and improving accessibility, justice, equity, diversity, and inclusion in the field of geosciences. A key tenet of the URGE program is that learning about racism in our field is not enough. Rather, we must take direct action to create an anti-racist, inclusive, and supportive environment in our fields. Through this program we will be developing policies and documents that will help us achieve this goal at SBU (outlined below). These deliverables are draft policies or documents prepared by us for consideration by the leadership in our units. They include:

- An established set of ground rules for interactions in each “pod” (completed)
- A draft of complaints and reporting policy for our units (editing now)
- A demographic analysis (past and present) of our units
- Policies for working with communities of Color
- Policies for admission and hiring
- Lab and field code of conduct
- An asset map of resources to combat racism
- Development of an accountability program

The work we are doing within URGE is meant to improve our fields for BIPOC (Black, Indigenous, People of Color) individuals and the lessons we are learning are broadly applicable. As such, we hope to use them to promote institutional change. At this time, we request your help in five specific areas:

1. We ask you or members of your leadership team to provide written feedback on our draft deliverables, focused on the effectiveness and implementation of proposed policies in your units.
2. We would like your support in reaching out to coordinate with other EDI (Equity, Diversity, Inclusion)-focused groups in CAS and other colleges so that the work that we are doing can have a greater institutional impact.
3. We understand that you have many items of importance to discuss with the incoming Provost, Paul Goldbart. Nevertheless, we ask that you introduce our work with URGE in one of your initial meetings and underscore the importance of EDI and anti-racist efforts in the academic units on campus.

College of Arts and Sciences
Department of Geosciences
250 Earth and Space Sciences

TEL: 631.632.1168
FAX: 631.632.8240

Timothy.Glotch@stonybrook.edu

4. We ask for your support with university Advancement to raise donor funds for EDI and anti-racist efforts on campus, including endowments for BIPOC faculty, postdocs, and graduate students, and scholarships for BIPOC graduate and undergraduate students.
5. We ask you to provide funds to supplement the Presidential Diversity Mini-Grants to increase resources for EDI and anti-racist efforts in CAS and SoMAS.

We expect that we will have additional requests for your help as we move through the URGE program in the spirit of using this opportunity to create constructive institutional change. We would welcome the opportunity to meet with you at the conclusion of the URGE program to discuss the draft policy documents we have developed as part of the program.

Thank you for your consideration of these requests.



Timothy Glotch, Professor, Department of Geosciences
on behalf of the Stony Brook URGE pod.