



Unlearning Racism in Geosciences (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 Geoscience, (2) use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies, and (3) share, discuss, and modify anti-racist policies and strategies within a 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.



Department of Meteorology and Atmospheric Science

URGE Management Plan for the Penn State University Department of Meteorology and Atmospheric Science URGE pod, documenting our plan to incorporate deliverables as we continue to develop, assess, and finalize policies and resources.

Deliverable	Existing Policy or Resource?	Initial Point of Contact(s)	Where It Is or Will Be Posted	Review/Update Interval	Racial Risk Assessment?	Training Recommended?	Approval, Check, and/or Consequence
Complaints and Reporting Policy	Yes	Amber Decosmo	Post summary on organization website	While we were preparing this deliverable, PSU developed a webpage organizing all of the relevant material.	Not planned	University wide training is required of all faculty, staff, and students.	This is a University level website. <a href="https://universityethics.psu.edu/reporting-at-penn-state">https://universityethics.psu.edu/reporting-at-penn-state</a>
Demographic Data	Some	Eugene Clothiaux	Internal, with some portions available on college website and Penn State DEIB dashboard ( <a href="https://opair.psu.edu/deib-dashboard/">https://opair.psu.edu/deib-dashboard/</a> )	Recommend annually	Not planned	Not relevant	Present annually at faculty retreat.
Policies for Working with Communities of Color	No	Committee on Belonging	Internal	Recommend every 2 years	Recommended	Yes	Committee on Belonging
Admissions and Hiring Policies	Yes	Aidan Thayer	Internal	Recommend every 2 years	Recommended	Yes. Training for participants on search committees is recommended by	This is a University level human resources policy. Our document adds additional information and recommendations and will be supplied to departmental search

						HR and should be encouraged by search committee chairs.	committee chairs by the department chair.
Safety Plan	No	Jacob Carstens	Internal	Annually, but also after any major reported incidents	Recommended	Yes. New field work participants should be trained as documented.	This document is college-wide, with input from departments. Has not yet been implemented.
Resource Map	No	Kyle Nardi/ MASGO	Post on organization website, supply to incoming graduate students	Additions on a rolling basis	Not planned	No	Our document is specifically geared towards graduate students.
Department DEIB webpage	No	Committee on Belonging	Post on organization website	Recommend every 2 years	Not planned	No	Approval by Committee on Belonging
Informational profiles of minoritized atmospheric scientists	No	Jacob Carstens	Display on departmental monitors (done - academic year 2022-2023)	Could be repeated with new scientists every other year.	Not planned	No	None
21-day Anti-Racism Challenge	No	Committee on Belonging	Do during Black History Month? Post online for those who can't participate then to follow after?	Consider for the future	Not planned	No	None

Additional considerations:

**General** – The deliverables will be finalized by the department's Committee on Belonging and an associated URGE sub-committee.

**Complaints and Reporting Policy** – Formal complaints and reports are handled at the University level. This policy is not in our ability to shift, however our departmental ombudpersons and department chair handle complaints that don't rise to the level of the University.

**Resource Map** – We have developed a resource map for graduate students, to be included as part of onboarding and/or orientation and incorporated into the student handbook.