URGE
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 belonging, accessibility, justice, equity, and inclusion (BAJEDI) 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, (3) share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage, and (4) Implement and assess anti-racist policies and resources within Geoscience workplaces. 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.

This document contains suggested guidelines for using the Refinement Module II resources to determine where your workplace is on the anti-racism continuum scale and for learning about what you and other workplace leaders believe are the strategies for and barriers to implementing and assessing anti-racism policies and resources within your workplace.

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Suggested order of activities:

- Pod members read a journal article about the anti-racism continuum [Minors, (1996)].
  - Consider also familiarizing yourselves with additional papers or resources on the anti-racism continuum [Dismantling Racism Resource Book; Jackson and Hardiman, (1994) Anti-racism Workbook; Anti-racism Continuum]

- Pods administer a brief anonymous Google survey that seeks feedback on inclusivity within your workplace [Anti-Racism continuum survey; Survey administration and discussion guideline]

- Pods discuss survey results publicly [Survey questions in document form]
  - Pods should use survey results to assign your workplace a stage on the continuum
  - Pods may want to invite their workplace leaders to this discussion if those leaders are not currently in the pod
  - Pods may choose to make this discussion meeting open to everyone within the workplace

- Pods discuss barriers to and strategies for implementing and assessing anti-racism policies and resources with leaders [Summary of answers from geoscience workplace leaders]
  - Here is the list of questions that we asked 68 geoscience workplace leaders [Questions URGE asked geoscience workplace leaders]
  - Pods should first read the summary of answers to the questions that geoscience leaders provided
  - Pods should then discuss those questions and answers with their leaders

- Pods discuss lessons learned
  - The lessons learned will be used in Refinement Module III, wherein URGE provides additional resources (i.e., papers and example policies) to improve existing anti-racist policies

"How to Guide" in Using the Anti-Racism Continuum Resources

The suggested guide will help you interpret the anti-racism continuum survey results and leverage them to advance anti-racist practices within your workplace. Please be mindful that the survey results could be biased by those seeking to protect the workplace as a natural instinct. This survey and the follow-up discussion only work if responders are completely honest in their responses. Pods should also consider that the organization might look different to different people depending on their demographic background and cultural context. Thus, groups with the resources might consider enlisting outside or external evaluators to help them determine where they are on the anti-racism continuum. The survey does not request demographic data since this could result in cases where answers from people from historically excluded groups could be identifiable due to small sample sizes. Ensuring to center and include the voices of People of Color within the discussions at your workplace, without resorting to tokenism, is vital and we refer pods to the Burton et al., 2022 URGE paper for guidance on doing so well.

Resources:

- **Readings**
  - Minors, (1996)
  - Additional readings/resources

- **Survey**
  - Anti-Racism continuum Google survey

Step 1: Administer the Survey

1. Appoint someone to be responsible for administering the survey and analyzing the data. The survey leader should save a copy of the survey on their own google drive. The survey does not request personal information such email addresses, names, phone numbers, or demographic information.

2. The survey leader should distribute the survey at an agreed-upon date. The survey leader and pod members should decide whether to invite all the members of the workplace to complete the survey or just the pod members.

3. Establish a clear timeframe within which the survey needs to be completed.

Step 2: Collect and Compile the Data

1. The survey leader will close the survey the midnight of the deadline date/time. The survey leader can access the results by clicking "responses" at the top of the survey and then "view in sheets." All data collected will be displayed on the spreadsheet.

2. The survey leader should use the spreadsheet to calculate the average score for each question (e.g., 1A-1E). Each question number corresponds to each stage on the anti-racism continuum. The number with the highest average might indicate where members at the workplace believe the workplace is on the anti-racism continuum.

3. **Share data**: The survey leader should share the survey results with pod members ahead of the next pod meeting.

Step 4: Discuss the Results

Schedule a meeting with all members to discuss the results transparently.
   a. Review the pod's code of conduct and encourage open discussion.
   b. Present the quantitative data from the spreadsheet
   c. Discuss the results, including seeking more responses to the questions
   d. Initiate discussion with questions such as: Do you think this score is a true reflection of the stage? Why or why not?

This process may take more than one meeting.

Step 5: Create a Plan for Action
Set Goals based on the quantitative score (from the survey) and the qualitative results (final consensus of the group) to set the expectation for the next meeting(s). URGE's module III will provide additional resources to help improve the anti-racist policies and resources that has been drafted.