

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 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 and people of color 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 - Management Plan

Education is essential but action is also imperative for achieving the objectives of URGE. Therefore, each topic is paired with concrete deliverables for the individual pods to develop, draft, and share. This deliverable is a management plan for incorporating URGE deliverables.

The deliverables that your pod drafted throughout the sessions of URGE build on one another and are sometimes interwoven with existing policies. Some policies outlined in the deliverables will already be in place within your organization but may need to be improved (e.g., hiring/admissions policies), whereas others may require creating new structures and procedures (e.g., policies for working with communities of color). *Please return to each deliverable to strategize on how to propose changes or adopt new policies in ways that will increase the probability that the drafted policies will be effectively used and updated at appropriate times.* Additionally, plan to use a Racial Equity Impact Assessment⁴ where appropriate to determine the implications of adopting policies or taking actions.

As you revisit your deliverables, you may be tempted to continue to develop your drafts with the knowledge gained through additional readings and discussions. Don't worry - we will get to this later. For now, we want to ensure that pursuit of perfection does not stand in the way of action. So, this deliverable is a *plan to ensure that policies and resources are adopted, implemented, enforced, and improved.*

Consider the current structure and procedures of your organization, institution, company, department, or lab and discuss the following:

- What challenges may exist in implementing each deliverable? Which ones will require external feedback / approval? Which can be implemented immediately?
- What checks and balances / approval steps currently exist for ensuring that people adhere to policies that are already in place? (e.g., approval process for reimbursable travel) Are they effective? How are the existing policies enforced?
- How are new policies introduced? What kinds of training or informational sessions are effective and why?
- How will you ensure the policies and resources developed through URGE will be maintained and supported over the long term, e.g. through staff/student turnover?

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 https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment_v5.pdf

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The management plan is an opportunity to lay out how the work you have done on your deliverables can be incorporated and put to use in your organization or institution. At the very least, your management plan should:

- Indicate if this is a new policy/resource or modification to an existing policy/resource
- Assess the potential impact of implementing the policy
- Note where the policies and resources will be made publicly available (e.g., in policy booklets, on department/institution websites, etc)
- Provide individuals with policy information and/or relevant training at appropriate times
- Consider what approval steps, checks, and/or consequences (e.g., access to funds, assigned readings, training) should be put in place
- Recommend an appropriate interval for reviewing and updating policies and resources

Pods should upload their management plan to the URGE website by 5/14/21. We also encourage pods to post on their organization's website, and share over social media (#URGEoscience & tag @URGEoscience). Sharing deliverables will propagate ideas, foster discussion, and ensure accountability.