

# URGE

## Unlearning Racism in Geoscience

*Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://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<sup>1</sup>, (2) use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>, 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.*

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### Deliverable - Agreement

Education is essential but action is also imperative for achieving the objectives of URGE. Therefore, each URGE topic is paired with deliverables for individual pods to draft and share. This deliverable is an agreement with the pod and the leadership of the organization.

Establishing a concrete agreement ensures that your pod is committed to actions and change that can be achieved within your organization. *Performative work does not move the needle.*

The agreement should be made between the pod members and the leadership in your organization or institution, whether that is a department chair, dean, university or company president, or other form of organizational leadership. This agreement should outline goals of the pod as well as a series of scheduled meetings between the pod and leadership. The agreement should include an invitation for leadership to attend at least one regular pod meeting during the URGE series as well as a follow up meeting after the series concludes. Consider scheduling meetings around leadership meetings in your organization to be appropriately timed for proposing and taking action, as well as giving your pod time to develop and finalize deliverables. *If your pod members are not within one organization, write down where you each have influence and schedule meetings with those individuals to discuss relevant actions.*

Suggested discussion questions:

- What motivated you to join URGE? What measurable goals do you have for yourself? For your pod? For your organization or institution?
- Where does your organization or institution stand on racial justice?<sup>4</sup>
- How will you measure the success of actions you take at your organization or institution?

In addition to your pod agreement, you can prepare for the Session 3 deliverable by locating demographics and statistics within your organization or institution on hiring, admissions, board or leadership membership, and/or awards. If information like this is not public, find out from your organizational leadership who to ask about accessing or beginning to collect such information.

Pods should upload their agreement to the URGE website by the end of session two. We also encourage pods to post their agreement on the organization's website and share over social media (use #URGE and tag @URGEoscience). Sharing deliverables will propagate ideas, foster discussion, and ensure accountability.

<sup>1</sup> R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

<sup>2</sup> <https://notimeforsilence.org/>

<sup>3</sup> <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>

<sup>4</sup> <https://roadmapconsulting.org/resource/racial-justice-assessment-tool/>