

# URGE Curriculum

Session	Topic	Deliverable	Advice
1	Racism and Sociology	Group Norms; Anti-Racist Asset Maps	Finding Your Voice
2	Racism and Individuals	Complaints Policy	Why Pronouns
3	Racism and History	Program Statistics	Finding Your Community
4	Racism and Justice	Admissions and Hiring Polices	Land Grab Acknowledgement
5	Racism and Accessibility		Transition to Holistic Admissions Practices
6	Racism and Inclusivity	Lab and Field Codes of Conduct	Nominations for Awards
7	Racism and Self Care	Proactive Policies for supporting minoritized Geoscientists	Self Care, Mental Health, & Emails
8	Racism and Accountability	Policy Booklet with Summary	Staying Resilient

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**Unlearning Racism in Geoscience**