

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, 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 - Resource Map

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 a map of resources for People of Color.

A sense of belonging is important to the health and success of individuals, so finding a community is a safety and career consideration. Introducing a new Person of Color colleague (e.g., faculty, staff, students) to all staff and students is a proactive way to be inclusive, and can also reduce racial profiling and microaggressions. Establishing a supportive network may also require introducing new People of Color colleagues to various resources within the organization and broader community since these can sometimes be challenging to find.

Suggested discussion questions:

- What was your experience when you first joined your organization or moved to this location? What barriers were there when you first arrived and how did you overcome them?
- How would someone new find their community in your location? What additional barriers may a person of color face in your community? Consider that Black, Brown, Indigenous, and people of color will face different challenges from one another.
- What resources are available at your organization? What resources should be added?

The practice of creating asset maps of communities⁴ recognizes social capital and engages the public as people and not clients. This deliverable broadens the concept of an asset map into a resource map, which outlines existing resources that organizations, communities, and broader scientific communities have to support People of Color. The resource map should list resources you have at your organization (e.g., diversity officer, counseling and psychological services, ombudsperson, affinity groups, and recurring events) and locally (e.g., meet-up/social/hobby groups, religious or spiritual communities, businesses like barbershops). Include resources outside of your community as well; supporting membership to groups like SACNAS, NAGB, AISES, and GeoLatinas can help foster meaningful connections to a broader network.

Pods should upload their resource map to the URGE website by 4/30/21. 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. Please see the deliverable example on the session page for further guidance.

¹R. 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>

⁴J. Kretzmann, J. P. McKnight, Assets-based community development, <https://doi.org/10.1002/ncr.4100850405> (1993).