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 Geoscience[1], (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.

Event - URGE BIPOC Listening Sessions

Event Summary, Goals, and Rationale:

Objectives:

1. Provide a space for participants to share and support each other with mental and emotional self care tips when working in BeAJEDI initiatives like URGE.
2. Create opportunities for BIPOC geoscientists to network and meet other BIPOC geoscientists who are working in DEI and URGE.
3. Receive opinions and critiques of URGE deliverables and what are some "Dos and Don'ts" that pods should be aware of in the refinement of their deliverables. As well as feedback on general URGE programming.

URGE has ~4,500 members who have created six proactively anti-racist policies and resources (deliverables) for their respective departments, institutions, government agencies, and societies. Many participants recognized the importance and need to spend more time discussing and refining their anti-racist policies and resources. Many participants have also received new ideas from browsing other pod's uploaded policies and resources. And, many participants expressed a desire to meet and network with Geoscientists at organizations that share similar sizes and structures (e.g., governmental agencies, large R1 institutions, and predominantly undergraduate institutions). During the refinement stage, URGE will facilitate all three of the activities described above. As part of the Refinement Stage, URGE's primary goal is to prioritize and amplify the voices of geoscientists of color (GoC) during the development of deliverables.

From our survey responses from Stage 1, some GoC participants felt that participation from white pod members was, "a box being checked but the intention of real progress was missing," and that, "it seemed in many [pod] meetings others did not [watch] the video or the readings, and already feel that they are DEI experts without hearing and considering the voices that need to be heard." URGE wants to prioritize listening to GoC voices, especially as pods continue to refine their deliverables so they remain accountable to the purpose of this anti-racist work and the community it is serving.

To achieve this, URGE will continue to host BIPOC Listening Sessions for the GoC who are participating in URGE and the broader geoscience community. Survey responses from BIPOC participants indicate that these Listening Sessions have struck a critical chord among URGE GoC participants that regular pod meetings wouldn't have otherwise met. One participant stated

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that, "my pod was all white members with the exception of myself and 1 other BIPOC student [. . .] the BIPOC Listening Sessions was a way to share personal experiences in academia and to have complete, unbiased support."

The objectives for the BIPOC Listening Sessions are to: (1) provide a space for participants to share and support each other with mental and emotional self care tips when working in BeAJEDI initiatives like URGE; (2) create opportunities for GoC to network and meet other GoCs who are working in URGE and other DEI initiatives; and, (3) ask participants for their opinions and critiques of URGE deliverables, and what are some "Dos and Don'ts" that pods should be aware of in the refinement of their deliverables.

URGE will host 3 BIPOC Listening Sessions for the remainder of 2021 and through the AGU annual meeting. Each Listening Session will have a certain theme according to the deliverables that will be discussed in that session (i.e., one session specific to Safety Plans and Complaints and Reporting Policy). We will take this opportunity to have open discussions, guided by discussion questions, between GoC participants and URGE BIPOC leaders. Questions will be focused on check-ins with pod meetings/progress through the program and feedback on session deliverables, i.e. dos/donts for Safety Plans and Complaints and Reporting Policy.

Participants will be placed in one hour breakout sessions for discussion and an URGE host will provide timed warnings. The final fifteen minutes of the Listening Session will allow discussion groups to summarize their takeaways and/or share the next course of actions. Similarly, it will enable participants to finalize their notes that will eventually be made public.

At the end of each BIPOC Listening Session, URGE leaders will create different media of information (e.g. video, poster, etc.) that will be distributed to all pods and the URGE community so they are made aware of what GoC participants value, prioritize, and expect in the refinement of deliverables and future participation within their pods/organizations. We recognize and expect that there will be differing views, priorities, and needs identified, and that we will need to convey the full range in order to best achieve the goals of these sessions.

URGE will have a webpage on the URGE website (urgeoscience.org/bipoc) that is dedicated solely to our GoC participants. Here, GoC participants can access registration links to BIPOC Listening Sessions, information on past and future BIPOC Listening Sessions (summary notes,

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discussion questions, flyers/posters, and videos), BIPOC specific resources (crowdsourced readings, videos, organizations, mental health awareness and tips, etc.), and a brand new beta version of the moderated URGE BIPOC Discussion Board.

Anyone can access this information! In fact, we encourage all URGE participants to visit this page to see what is being discussed in the Listening Sessions and how your pod can improve their deliverables for the community it will be serving. All discussion questions will be made available and can prove to be useful for your pod meetings too! Continue to work hard on your deliverables and seek social science readings to support your policies and resources. Lastly, we suggest that pods look for ways to support BIPOC-lead initiatives within their workplaces and or discuss their current anti-racist policies with BIPOC groups that are willing to and have the bandwidth to do so.

These BIPOC Listening Sessions are open to all people of color, regardless of participation in URGE. So, we encourage you to invite your friends, colleagues, mentors, whoever.

We hope to see you all soon!

-The URGE Team