

URGE

Q & A

Question:

Can URGE extend the deadline?

Due to summer activities, such as enrollment, grant applications, etc., some pods have asked for an extension of the deadline. Thus, we are extending the deadline to **October 15, 2022**, then we will conduct leadership sessions during the fall months.

URGEO

Q & A

Question:

What do we do until the leadership sessions end?

This is up to pods! Do what works best for yourselves and workplaces. **Pods can continue working or take a break.**

URGEO

Q & A

Question:

What happens if we are ahead of the URGE program?

Stay tuned for notifications on new materials.

Use emails or the Refinement link to **share with us new ideas** for the program or inform us of challenges that other pods, who aren't as far ahead, may expect to face. **This way, the program remains flexible and we learn from each other.**

URGE

Q & A

Question:

What will you post on the URGE website?

Each pod that continues will receive a badge of recognition. We will also recognize pods who are not continuing through the official refinement process, but are still making significant progress in designing, implementing, and assessing anti-racist policies and resources for their workplaces. New drafts of deliverables and any progress reports will also be included on the website.

URGEO

Q & A

Question:

What is the expected time commitment to review and submit a deliverable?

During the refinement stage, **Pods will have a minimum of 8 weeks to refine a deliverable.** This additional time is in response to previous evaluation responses asking for more time to complete a deliverable and asking for additional resources.

URGEO

Q & A

Question:

My pod will not be continuing in the official refinement program, but can we still submit our questions to our leader/s?

Yes. Provide all updates here

<https://urgeo.org/refinement-pod-sign-up/>

URGEO

Q & A

Question:

Which activities in the refinement do we have to participate in?

After the leadership session ends, we will provide a variety of activities to help pods improve their deliverables. Pods can choose which activities to participate in and when. We hope to provide as much flexibility so pods can design their engagement based on where they are in the process, what their pods needs, how many members are involved, etc. We suggest that pods do their best to produce the most robust sets of deliverables. **We will ask for the finalized deliverables in Summer 2023.**

URGEO

Q & A

Question:

Why not begin implementing policies now?

We need to conduct more research and recognize the potential roadblocks to implementing policies. While we have used research of others/personal experiences/knowledge of our institutions to design the policies, **we would like to also consult with leaders to understand potential roadblocks to implementation as well as consult others working in this area with more experience to ensure that these policies produce more solutions and positive actions as opposed to harm.**

URGEO

Q & A

Question:

How long will leadership sessions last?

We anticipate through Fall 2022. We will conduct the sessions and share findings so that pods can be aware of the information before attempting to refine their policies and resources. Additionally, **we would also like to advocate for pods regarding recognition, compensation, and including the potential to teach courses related to the URGE curriculum.**

URGE

Q & A

Question:

Will we be compensated for the URGE work we have done and will continue to do?

During Fall 2022, URGE will invite workplace leaders to a Zoom discussion where URGE leaders will **advocate for compensation and/or recognition of pod members for their role in developing anti-racist policies and resources. We will also seek to understand what barriers exist for recognition and compensation of work done to increase belonging, accessibility, justice, equity, diversity, and inclusion.**

URGE

Q & A

Question:

How will URGE help us receive leadership buy-in during the refinement stage?

Pod leaders will share the contact information of their workplace leaders. **URGE will email and invite leaders to attend a live Zoom session with DEI experts to discuss and identify strategies that create active and effective anti-racist collaborations among groups of individuals at various professional levels and advocate for compensation and or recognition due to URGE commitment.**

URGE

Q & A

Question:

I want to support URGE initiatives, but the time commitment detracts from my professional work/graduate courses. What should I do? What is the time commitment?

Once the leadership sessions end, registered pods will have a **minimum of 8 weeks** to refine their deliverable. URGE will offer some activities to help facilitate refinement of deliverables. Pods can select the activities that best help them. Pods that want to participate in all activities can create podlets to distribute the workload, reducing the time commitment for each participant and ensuring that participants continue to focus on other professional roles/graduate courses.

URGEO

Q & A

Question:

Can members re-enter the pod after leaving?

The decision should be made by the pod members. Share the updated membership list here:
<https://urgeoscience.org/refinement-pod-sign-up/>

URGE

Q & A

Question:

DEI can be mentally exhausting. How will URGE help to alleviate exhaustion?

URGE will create collaboration opportunities across pods to reduce workload and increase knowledge sharing. Pod can also select which Refinement activities to participate in. Stay tuned for the calendar of deliverable refinement events.

URGE

Q & A

Question:

Is there anonymity to the submission of the questions for institutional leaders?

Yes. **Only** members of the URGE team will have access to the questions.

URGE

Q & A

Question:

Will URGE publicize the discussions from the leadership sessions?

Yes. At the end of the sessions, URGE team will compose a report to be published and distributed.

URGE

Q & A

Question:

How do we prevent our members from leaving?

URGE cannot yet provide a specific answer to this question as this is one of the questions that is being researched. The results section of a recently submitted URGE manuscript provides potential solutions. **Creating and following a comprehensive code of conduct, having rotating moderators during the multi-racial conversations on race, and acknowledging that White and BIPOC participants have varying experiences are examples of possible solutions.**

It may be helpful to survey members to identify issues and collaborate on solutions.

Read in more details here <https://eartharxiv.org/repository/view/3242/>

URGEO

Q & A

Question:

What do we do until the leadership sessions end?

Share your updates @

<https://urgeoscience.org/refinement/updates/>;

updates will be posted on the website.