

# URGE

## Unlearning Racism in Geoscience

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**This section of the document contains discussion questions that pods and the rest of their workplace may have to determine where they are in the workplace. There is also a survey on the Refinement page that pods can use to obtain anonymized answers to these questions. References for understanding the anti-racism continuum (i.e., a paper and a table) are on the Refinement webpage.**

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### Excluding workplace

- To what degree do you believe your workplace has an inflexible structure that is designed to maintain dominance over all others?
- **"Universityness"** is defined as a dominant group that can and does abuse its power to ensure their own health and wealth. Such as a reduction in, or denial of health and wealth to non-members. Does your workplace attempt to preserve its **"universityness"** at all costs?
- Do you believe that your workplace is very difficult to change?
- Does your workplace intentionally and publicly exclude or segregate the People of Color from White People?
- Do you think your workplace has a different policy for White people versus other socially oppressed groups, such as the LGBTQIA2S+ community or People of Color?
- Some example statements or common phrases often heard at workplaces at The Excluding Organization Stage are:
  - "Those People of Color don't belong here with us. They just don't know what we're all about."
  - "Task isolation would make sure those People of Color never return or stop applying."

How strongly do you agree or disagree with the following statements in your organization?

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### Passive club workplace

- Are your workplace policies, procedures, and practices designed to maintain the privilege reflected in the dominant values of the society (White values or culture)?
- To what extent do you agree with the statement: "My workplace adequately adapts and responds to the needs of all employees, particularly 'People of Color'?"
- Does your workplace engage issues of diversity and social justice only on the leaders, White employees, or most senior employees terms and within their comfort zone?
- Does your workplace often declare, "we don't have a problem" in terms of diversity?
- To what extent do you agree with the statement: "I often hear statements or sentiments similar to, 'The hispanic lady sure is good. She's just as good as one of us'"

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### Token Acceptance workplace

- To what extent do you agree or disagree with the following statement?  
"Before URGE, my workplace had designed processes or policies to ensure the inclusion of all qualified people, particularly eligible People of Color."
- Does your workplace emphasize the need to preserve merit (i.e., making decisions based on merit)? If so, despite the emphasis on preserving merit, has made very few policy updates in the context of diversity and anti-racism?
- Does your workplace carry out intentional anti-racism efforts? Does this include recruiting "someone of color" on committees to have diverse perspectives on those committees?
- Is your workplace relatively unaware of continuing patterns of privilege, paternalism(i.e., the policy or practice on the part of people in positions of authority of restricting the freedom and responsibilities of those subordinate to them in the subordinates' supposed best interest), and control in decision-making."
- Some generic/anonymous examples of statements often heard at organizations that are in the Token Acceptance Stage include:
  - "We are an equal opportunity employer. We do not discriminate based on race"— in response to a request to diversify who works at or studies at your workplace.
  - "We'd like to make a change. But we can not move faster than people here allow us to."

To what extent do you agree or disagree that these statements or sentiments are commonly used or believed at your workplace?

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### Symbolic equity workplace

- To what extent do you agree or disagree with the following statements regarding your workplace?  
"My workplace ignores the impact of workplace culture on People of Color"
- To what extent do you agree or disagree with the following statements regarding your workplace?  
"The leaders in my workplace try to avoid real equity by assigning accountability for employment equity to someone who has no real power to change things."
- To what extent do you agree or disagree with the following statement regarding your workplace?  
"My workplace has developed an analysis of systemic racism and sponsored anti-racism training programs."
- Has your workplace increased commitment to dismantle racism and eliminate inherent white advantage by actively recruiting and promoting People of Color?
- Does your workplace have a 'token' Person of Color in the higher authority, but with no credibility as a spokesperson for the minority group?
- Some generic/anonymous examples that illustrate the indicators of the Symbolic Equity Stage
  - "If you can't take a joke you probably shouldn't be volunteering here. We all had to put up with those kinds of jokes."
  - "If we appoint a visible-minority person to a leadership position, we must make sure this person isn't a single-issue person."

How often do you hear something like this in your organization?

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### Substantial equity workplace

- Does your workplace actively recruit People of Color?
- Are there no expectations that the recruited People of Color will conform to workplace norms that were set by White employees and leaders?
- Does your workplace actively include People of Color to help shape and reshape from the workplace inside-out?
- Does your workplace consider anti-racist multicultural diversity as an institutionalized asset?
- Does your workplace redefine and rebuild all relationships and activities in society, based on anti-racist commitments?
- Some generic/anonymous examples of activities often seen or statements often heard at organizations that are in the Substantial Equity Stage are:
  - "The workplace leader(s) publicly admitting that there's racism in how hiring and promotion is done at the workplace."
  - "The workplace leader(s) publicly admitting in that there's racism that influence who volunteers or does service within the workplace."

To what extent do you agree or disagree that these statements or sentiments are commonly used or believed at your workplace?

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### Including workplace

- To what extent do you agree or disagree with the following statements regarding your workplace?  
"My workplace reflects the contributions and interests of various groups in its mission and operations."
- To what extent do you agree or disagree with the following statements regarding your workplace?  
"My workplace sees itself as a part of a broader community and supports efforts to eliminate all forms of social oppression."
- To what extent do you agree or disagree with the following statements regarding your workplace?  
"My organization reflects full participation and shared power with diverse racial, cultural, and economic groups in determining its mission, structure, constituency, policies, and practices."
- To what extent do you agree or disagree with the following statements regarding your workplace?  
"My organization actively works in larger communities (regional, national, global) to eliminate all forms of oppression and to create multicultural organizations."
- Does your workplace include members across all identity groups in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interests?'
- Some generic/anonymous examples of activities often seen or statements often heard at organizations that are in the Including Stage are:
  - "It is certainly a treat to be funded to work on diversity initiatives. I have been here-off and on-for 15 years and this is definitely a new place."
  - "We want to thank the team members-paid and volunteer staff-for their contributions in helping us to achieve the goal."

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How often do you hear something like this in your organization?

### References:

- <sup>[1]</sup> Minors, Arnold. "Chapter 11. From Uni-versity to Poly-versity: Organizations in Transition to Anti-Racism". *Perspectives on Racism and the Human Services Sector: A Case for Change*, edited by Carl E. James, Toronto: University of Toronto Press, 1996, pp. 196-208.
- <sup>[2]</sup> A Multicultural workplace - Bailey Jackson, Ed.D. and Rita Hardiman, Ed.D.
- <sup>[3]</sup> Continuum on Becoming an Anti-Racist Multicultural workplace - Andrea Avazian and Ronice Branding