

DRAFT POD URGE AGREEMENT

Pod Name: Grace Anne Stewart Speaker Series Pod from the University of Alberta

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This agreement is between the individual student, staff, and faculty members of the Grace Anne Stewart Series pod from the Department of Earth and Atmospheric Sciences, University of Alberta.

Our purpose and goals:

Become informed about racism and recognize manifestations of racial inequalities

- Learning about and defining racism, particularly in geosciences/our department.
- Gain an understanding of what policies, practices, and organization norms perpetuate different types of racism (implicit bias, institutional racism, colourblind racism, and social processes) in geosciences.
- How can individuals take action to improve antiracism outcomes in the department .
- Learning to communicate race topics effectively and respectfully to others as individuals.
- Better defined sense of self perspective and that of others.
- How to develop inclusive policies and norms to consider race and follow an anti-racist agenda.
- Awareness of what systems are in place at U of A to address racism.
- Being able to recognise when actions taken by organisations are just performative versus actually effective.
- Be able to recognize and address implicit biases.
- Learn what are the causes of the “leaky pipeline” scenario, where individuals from marginalized groups tend to drop out of geology in the early career stage and what individual action and policies can be adopted that help “plug the leak”.

Foster of culture of allyship, and celebration of diversity, in the department

- Being able to recognise different kinds of racism.
- Awareness of policies in place at the U of A that perpetuate racist attitudes and how to address them.

- Learning about these initiatives is best heard from a peer opposed to someone above you - boost involvement.
- Look into consistency between other U of A groups - support other initiatives but focus on taking EAS further.

Steps to Enact Change:

- Adopt informed and democratically guided policies produced by the UofA URGE pod (e.g. enact applicant grading system for hiring processes and diversify hiring committees).
- Enact departmental diversity survey to be able to assess the success of actions developed from URGE.
- Provide a departmental faith room to accommodate religious diversity.
- Addressing that extra costs (such as equipment) related to the degree program may be a barrier to some to enrol in geosciences.
- Host training opportunities for the EAS community to learn about racism.
- Host training opportunities for mentors to learn how to be an inclusive mentor.
- Develop free tutoring services and departmental mentoring schemes for people that wouldn't otherwise be able to get these resources.
 - Create a volunteer database to provide tutoring services- motivate them to stay in the program.
- For EAS to support and develop outreach programs that help to increase uptake of indigenous and black communities.
 - WISEST outreach focuses on women but there should be something similar for people of color (mentoring scheme).
 - Outreach to people in high school to increase enrollment.
 - ATLAS has a plan for a high school outreach program (although this was paused due to the pandemic).
 - An outreach program to high schools in indigenous communities should be another focus of outreach programs.
- Enact policy deadlines - e.g. have annual outreach programs by 20XX.
- Maintain a BIPOC geosciences speakers series including opportunities to learn from the speaker's experience.
- Improve synergies between department administration, Earth and Atmospheric Sciences Graduate Student Society (ATLAS), and Grace Anne Stewart Speaker Series (GASSS).
- Distributing information beyond URGE to the rest of the department.
- Bring a version of the URGE deliverables to the Strategic Planning Committee.
- Create a diversity/anti-racist/EDI statement that outlines our department's values for use on hiring documents, to be put on the department website, and posted physically in EAS spaces.

- GASSS to distribute a feedback survey and summary document to update participants on EDI changes 1 year after URGE finishes.
- Develop mechanisms for accountability for action development and implementation after URGE finishes.
- Review other pod URGE deliverables to see if they can inform EAS URGE deliverables.
- Meet with other UAlberta pods to discuss their URGE outcomes. Build a library of tools to tackle the problem. Produce documents to enact change rather than simply discussions.
- Submit some form of urge deliverables to Associate Dean EDI.
- Encourage EAS community members sitting on external committees to influence active antiracism culture, policies, and decisions outside of the department.