Supporting Information for

Strategies for and Barriers to Collaboratively Developing Anti-Racist Policies and Resources as Described by Geoscientists of Color Participating in the Unlearning Racism in Geoscience (URGE) Program

Carlene Burton¹, Gabriel Duran², Vashan Wright¹,³, and Rebecca Chimel³

¹University of California San Diego, Scripps Institution of Oceanography, La Jolla, CA, 92037
²University of Quebec at Montreal, Montreal, Quebec, Canada
³Woods Hole Oceanographic Institution, Woods Hole, MA, USA, 02543

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1. Tables S1 to S2

Additional Supporting Information (Files uploaded separately)

1. Instructions that URGE provided to pods to help them create their pods guidelines/code of conducts.
2. Relevant questions and summaries of the responses to the URGE-Wide survey.
3. Questions and results from the BIPOC-only survey.

Introduction

Descriptions of the methods and setting for the contents of the support information are included in the manuscript.
Table S1. The table lists the questions that the URGE team asked participants to discuss during the BIPOC-only discussion groups.

March 3, 2021
1. What challenges are you facing in your pod and/or in geoscience?
2. What barriers have you seen to change within your pod (actions/attitudes)?
3. What would you want URGE pod members to do?
4. What have you done to not be exhausted by this work (strategies/best practices)?
5. What can URGE do to better support you as we go forward and what could we have done differently with the response at the beginning?
6. What belonging, accessibility, justice, equity, diversity, and inclusion (BeAJEDI) initiatives were implemented by the organization/university during this past year?
7. Were there initiatives framed in a satisfactory way or are there ways to significantly improve/redirect this energy/resources that have come out within the last year?
8. Are there aspects to the reporting/complaints policy that were not addressed by your pod that you would like to see?
9. What do you want to see for future deliverables (hiring/admissions policies, demographic data, safety plans, etc.)?

April 14, 2021
1. What challenges have you faced in your pods or with other pod members?
2. Does the work by your other pod members seem genuine/authentic or performative?
3. Have you been receiving any institutional/departmental buy-in with your work through URGE?
4. What do you think will happen with your efforts once URGE is completed in May?
5. What challenges have you faced with URGE (readings, interviews, correspondence, etc.)? What do you want to see differently?
6. Beyond our current efforts, in what ways can URGE realistically support/benefit you?
7. What would you like to see from URGE during the conference season (GSA and AGU)?

September 22, 2021
1. Have you been able to find a safe space to share your thoughts and ideas in geoscience? In your pod? In your lab? In your organization? Elsewhere? If so, can you add them to our resource list?
2. What obstacles have you faced in this anti-racist work?
3. Since the completion of URGE Stage 1 in May, has your pod/organization made progress in generating an anti-racist workplace? Do you feel the work you or your pod has done during URGE has made any real impact on your organization?
4. Where do you think your organizational leadership stands on URGE deliverables after having met with your pod?
5. Do you think racism has been decentralized in this work and efforts have been broadened, especially in the development of deliverables (i.e., Complaints and Reporting Policies, and Resource Map)? How would you like URGE Leaders to address this?
6. What do you want URGE pods to be aware of when refining their Resource Maps and Complaints and Reporting Policies?
7. What do you want to see from these BIPOC Listening Sessions? How can URGE realistically further support you?
October 20, 2021
1. How can your existing/developed policies better protect People of Color? What would you like to see in the Policies - think about before, during, and after the project occurs -- in the field and at the lab?
2. Does the safety plan properly and appropriately support you and your ability to do work when in the field, lab, and/or workplace? What situations are not adequately addressed? How can the safety plan be improved?
3. What accountability measures would you like to see in your Policies for Working with Communities of Color and/or Safety Plan that organizational leadership should follow? What other resources at your institution can be used to facilitate the creation of accountability measures in your policies (i.e., other departments, societies, administration, etc.)?
4. What challenges or obstacles did you face when working on your policies for the Working with Communities of Color and Safety Plan?

November 17, 2021
1. What would you have liked to see in your Admissions and Hiring Policies and Demographic Data deliverables that your pods developed that didn’t make it to the final product?
2. What specific aspects of your policies were a challenge to agree on within your pod or with your institutional leadership?
3. When applying for opportunities, what kind of information do you think is necessary for a Person of Color to know about the hiring institution? Think about before, during and after the interview process - what in your Admissions and Hiring Policies can improve transparency and protect People of Color? More specifically, what information do you think is missing and/or lacking about your institution that you think is necessary and/or relevant for POC to know about?

Table S2. The table has relevant questions that the URGE team asked selected participants to answer during the validation of the URGE-Wide Survey.

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
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<tbody>
<tr>
<td>Were there any specific survey questions or sections that you found confusing or difficult to complete? If yes, which one(s)?</td>
<td></td>
</tr>
<tr>
<td>Were there any specific survey questions or sections that you found upsetting or problematic? If yes, which one(s)?</td>
<td></td>
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<tr>
<td>Do you have any additional feedback about this survey’s content, length, or format? If yes, what?</td>
<td></td>
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