The MISSION of Unlearning Racism in Geoscience (URGE) program was for pods of geoscience faculty to develop and implement anti-racist strategies and policies within departments/institutions.

It was a CHALLENGE for 12 individuals not part of 4YCs to pod together to explore how improve the environment for BIPOC students/colleagues at 2YCs.

The SOLUTION was to focus on students in the first two years, highlighting examples of teaching practices and resources for faculty/institutions.

### Focus on Students
- How to Impact Admissions
- Considerations for the Course Syllabus
- The First Day of Class
- Curricular Materials Focusing on Equity and Justice
- Gender Pronouns in the Classroom
- Using Data to Measure Inequities in Enrollments and Course Success Rates

### Focus on Faculty
- Mentoring and Advising
- Institution DEI Resolutions and Statements
- Complaints and Reporting Policies
- Faculty hiring

Moving forward

Members of the 2YC URGE pod will continue to add to this resource document, further develop curricular innovations to support BIPOC students, and disseminate the material to faculty at all institutions.