This agreement is between the UNC Earth and Atmospheric Sciences Pod and Natural and Health Sciences Dean’s Office at University of Northern Colorado. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- **Meeting 1 - Introduction to URGE and Discussion of Pod Goals - 2/1/2021**
  - Dr. Graham Baird, Professor of Geology
  - Dr. Sharon Bywater-Reyes, Assistant Professor of Environmental Geosciences
  - Dr. Joe Elkins, Associate Professor of Earth Science Education
  - Dr. Emmett Evanoff, Associate Professor of Geology
  - Dr. Tim Grover, Professor Geology and Chair of Earth and Atmospheric Sciences Department
  - Dr. David Lerach, Associate Professor of Meteorology
  - Dr. Cindy Shellito, Professor of Meteorology

- **Meeting 2 - Invitation for leadership to attend a regular pod meeting – 2/15/2021 or 3/1/2021**

- **Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – 5/10/2021 and follow up as needed**

We are committed to URGE’s primary objectives:

1. Deepen the community’s knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience\(^1\)
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies\(^2,3\)
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

We are committed to our pod’s objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our organization.
2. Develop an anti-racism Action Plan with actions specific to issues at our University/Organization including methods for measuring and reporting progress.

We are committed to pursuing these objectives individually, as a pod, and as an organization.

Pod Leader(s) Date

Univ./Org. Leadership Date


Pod Members:
- Dr. Graham Baird, Professor of Geology
- Dr. Sharon Bywater-Reyes, Assistant Professor of Environmental Geosciences
- Dr. Joe Elkins, Associate Professor of Earth Science Education
- Dr. Emmett Evanoff, Associate Professor of Geology
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2 https://notimeforsilence.org/
3 https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences