URGE Pod Agreement for UMCES/HPL.

This agreement is between HPL Urge Pod and the HPL Director, Mike Roman at UMCES.

Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has collaborated with the leadership to schedule the following meetings:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – Feb 10-15, 2021
- Meeting 2 - Invitation for leadership to attend at least one, and as many as desired regular pod meetings – alternating Tuesdays at 3pm beginning Feb 16, 2021. Accepted.
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – TBD following completion of the URGE program on May 7, 2021, Agreed on.

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 and related fields
2. Use the existing literature, expert opinion, and personal experiences to develop and implement anti-racist policies and strategies
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 UMCES/HPL, including methods for measuring and reporting progress. It is anticipated that the Action Plan will also enhance LGBTQ+, differently abled, neurodiverse and gender justice, equity and inclusivity.

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

Victoria Coles
Christine Knauss
Jacob Cram
Cindy Palinkas
Larry Sanford
James Pierson
Clara Fuchsman
Elizabeth North
Judy O'Neil
Catherine Fitzgerald
Carin Starr
Julianna Brush
Matt Gray

2 https://notimeforsilence.org/
3 https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences