MSU-EES URGE Pod Agreement
Earth and Environmental Sciences at Michigan State University

This agreement is between EES URGE and Department of Earth & Environmental Sciences leadership at Michigan State University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod will have the following meetings with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - Date/Time TBA with EES Interim Chair Jeff Freymueller
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD

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
2. Use the existing literature, expert opinion, and personal experiences to develop 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: at the level of the Department of Earth and Environmental Sciences, and more broadly in College of Natural Science at MSU.
2. Develop an anti-racism Action Plan with actions specific to issues in EES at MSU including methods for measuring and reporting progress.
3. Maintain cohesiveness within the pod - no lasting disagreements, everyone is on the same page, etc.

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