URGE Pod Agreement for University/Organization – McGill Earth & Planetary Sciences

The McGill EPS URGE Pod (Leader: Veronica Prush; Moses Angombe, Meghomita Das, Inga Boianju, Natalya Gomez, Jamie Kirkpatrick, Alissa Kotowski, Ed Nissen (UVic EOS EDI Chair) Christie Rowe, Caroline Seyler) meets Thursdays at 3pm and attends URGE seminars every other Monday at 5:30-6:30 pm.

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.

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

As the department leadership we commit to attend one or more meetings of the McGill EPS URGE Pod to consult on policy development (circle below)

Feb 4+11: Complaints Policy
Mar 4+11: Working with Communities of Color
Apr 1+8: Lab and Field Codes of Conduct
Apr 29+May 6: Accountability Program
Feb 18+25: Statistical Analysis of Program
(x) Mar 18+25: Admissions and Hiring
Apr 15+22: Resources to Combat Racism

Earth & Planetary Sciences Chair: Jeff McKenzie
Graduate Program Director: Yajing Liu

Signature: ____________________________ Date: ____________

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