URGE Pod Agreement for the NAGT Traveling Workshops Program

This agreement is between the NAGT TWP pod and the TWP Management Team at NAGT. 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 - 1/28/21, 4:30 pm ET
  - Catherine Riihimaki, Chair of TWP
  - David Blockstein, Reginald Archer, and Cindy Shellito, TWP Management Team
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - 2/12/21, 3:00 pm ET
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - 2/25/21, 4:30 pm ET

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 program.
2. Develop an anti-racism Action Plan with actions specific to issues with the Traveling Workshop Program including methods for measuring and reporting progress.

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

Catherine Riihimaki 1/28/21 Catherine Riihimaki 1/28/21

Pod Leader(s) Date Leadership Date

Pod Members:
Reginald Archer, Julie Bartley, Rachel Beane, David Blockstein, Edith Davis, Sue Ebanks, Kathy Ellins, Sarah Fortner, Deborah Gross, Laura Rademacher, Cindy Shellito, and Karen Viskupic

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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