URGE Pod Agreement for Penn State University – College of Earth and Mineral Sciences

This agreement is between Penn State Geosciences Pod and the College of Earth and Mineral Sciences at the Pennsylvania State University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the Leadership of Penn State’s College of Earth and Mineral Sciences (EMS):

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – February 2021
  - Dr. Lee Kump, Dean of the College of Earth and Mineral Sciences
  - Dr. Zuleima Karpyn, Associate Dean for Graduate Education and Research
  - Dr. Yvette Richardson, Associate Dean for Undergraduate Education
  - Dr. Victoria Sanchez, Associate Dean for Educational Equity
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – March or April 2021
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – May 2021

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.
2. Develop an anti-racism Action Plan with actions specific to issues at University/Organization including methods for measuring and reporting progress.

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

Pod Leader Christopher Boxe 2/11/2021
Pod Leader Maureen Feineman 2/11/2021
Pod Leader Liz Hajek 2/11/2021

Dean Kump 2/11/2021
Assoc. Dean Karpyn 2/12/2021
Assoc. Dean Richardson 2/12/2021
Assoc. Dean Sanchez 2/11/2021

Penn State Geosciences Pod Members:
Kimberly Lau
Andy Nyblade
Miquela Ingalls
Roman DiBiase
Sridhar Anandakrishnan
Sam Shaheen
Srisharan Shreedharan
Sierra Melton
Troy Ferland
Erica Lucas
Karen Pham
Kayla Irizarry
Kate Freeman
Safiya Alpheus

Kaitlyn Horisk
Matthew Fantle
Chelsie Bowman
Kalle Jahn
Charlotte Connop
Ben Barnes
John Hooker
Mark Patzkowsky
Jasmine Walker
Mohit Tunwal
Joshua Garber
Cameron Brown