URGE Pod/Faculty Agreement

This agreement is between the GEO/AOS URGE Pod and the GEO/AOS Faculty at Princeton University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the GEO and AOS faculty leadership:

- **Meeting 1** -- Introduction to URGE, discussion of pod goals, and presentation of key deliverables at both a GEO and AOS faculty meeting
  - GEO faculty meeting date: TBD; est. April 2021
  - AOS faculty meeting date: TBD; est. April 2021

- **Meeting 2** -- Follow-up discussion of pod proposals and actionable items at both a GEO and AOS faculty meeting
  - GEO faculty meeting date: TBD; est. June/July 2021
  - AOS faculty meeting date: TBD; est. June/July 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.¹
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies.²,³
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

We are committed to the GEO/AOS URGE Pod’s objectives:

1. To discuss and assess the racial justice, equity, and inclusivity of Princeton University and the GEO/AOS departments.
2. Develop and implement anti-racism action plans specific to the GEO/AOS departments -- including methods for measuring and reporting DEI progress.
3. Work together with departmental organizations to develop anti-racism action plans for the broader Princeton community -- including, exploring possibilities for agreements with university-wide bodies (e.g. the board of trustees) for institutional change.

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

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<td>Jenna Lee</td>
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<td>Sarah Shackleton</td>
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<td>Jesse Farmer</td>
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<td>Glen Chua</td>
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<td>Ashley Maloney</td>
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<td>Jessica Lueders-Dumont</td>
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GEO/AOS Faculty Leadership

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GEO/AOS URGE Pod Members:

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Manzuk, Ryan
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Garner, Stephen
Griffies, Stephen
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Ramaswamy, Venkatachalam
Resplandy, Laure
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Schoene, Blair
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