This agreement is between the **U Wyo Geology & Geophysics URGE Pod** and the **Department of Geology and Geophysics** at the **University of Wyoming**. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the Department Leadership:

**Meeting 1** - Introduction to URGE and discussion of pod goals - Wednesday Feb 3, 1-2 pm MST
- **Meeting participants**
  - Cliff Riebe (Pod Leader), Dario Grana (Pod Participant), Mark Clementz (Department Head, Dept. Geology & Geophysics), Brandon McElroy (Assoc. Department Head, Dept. Geology & Geophysics)

**Meeting 2** - Invitation for leadership to attend a regular pod meeting - Date & Time TBD

**Meeting 3** - Follow-up discussion of pod proposal and actions - Date & Time TBD

Because pod participant Dario Grana is also on the Head’s advisory committee, there is a natural mechanism for regular updates on pod activities. At each Head’s advisory committee meeting, Dr. Grana will provide a brief update on the pod’s progress.

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 Action Plan including anti-racism actions specific to issues at the University of Wyoming including methods for measuring and reporting progress.

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

**Signature**  
Date  
Cliff Riebe (Pod Leader)

**Signature**  
Date  
Mark Clementz (Dept. Head)

**Pod Participants:** Cliff Riebe, Dario Grana, JJ Shinker, Greg Stark, Jennifer Grischuk, Crystal Luna, Jessie Shields, Ellen Currano, Ellen Polites, Rodrigo Rangel, Eva Smith, Ioana Stefanescu, Simone Runyon, Lorelei Curtin, Tessa Ray-Cozzens, Jordan Von Eggers