URGE Pod Agreement for University of Maryland Geographical Sciences

This agreement is between the UMD-GEOG URGE Pod and The Department of Geographical Sciences at The University of Maryland, College Park. 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 - Department Committee Meeting, February 12th (will also include a preparatory call)
  1 Dr. Chris Justice, GEOG Department Chair will attend.

- Meeting 2 - Follow-Up Discussion of Pod Recommendations - late May or early June 2020 (prior to installation of new department Chair)
  1 Additional follow-up meetings will be scheduled as needed, e.g. with GEOG Diversity Committee, new GEOG department chair, & BSOS-level committees or leadership.

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 UMD-GEOG, including methods for measuring and reporting progress.

3. Route our recommendations to propose any changes to Departmental policy through the department's Diversity, Equity, Inclusion, and Anti-racism Committee*, to maximize pre-vote consensus and ensure synchrony with the Department's official committee on this topic.

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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 Members: Rebecca Traldi, Alllison Baer, Maria Tonellato, Alyssa Whitcraft, Jeffery Sauer, Hannah Kerner, Matthew Cooper, Ipsita Kumar, Amanda Hoffman-Hall, Jamis Bruening, Kristen Bergery, Alison Thieme, Julie Silva