URGE Pod Agreement for University of Pennsylvania/PennEES Pod

This agreement is between the PennEES Pod and Dr. Brenda Casper at the University of Pennsylvania. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – February 24th, 4:00 pm
  - Dr. Brenda Casper, EES chair
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - February 24th, 4:00 pm
- Meeting 3 – Follow-Up Discussion of Pod Proposal and Actions - TBD

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:
4. Discuss and assess the racial justice, equity, and inclusivity of our organization.
5. Develop an anti-racism Action Plan with actions specific to issues at University/Organization including methods for measuring and reporting progress.

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

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<td>Kaliopi Bousses</td>
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<td>Dr. Brenda Casper</td>
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Pod Members: John Ruck, Travis Hager, Maria Micaela Ninni, Ananth Srinivas, Andrew Gunn, Maura Slocum, Sophie Silver, Jaydee Edwards, John Sime, Natalia Aponte, Dr. Jane Dmochowski

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2. [https://notimeforsilence.org/](https://notimeforsilence.org/)