This agreement is between the UMD URGE pod and UMD & Swenson College leadership. 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 – held in early March
- Meeting 2 – Summary of URGE pod work over spring 2021, presentation of pod proposal, and a call to action for university leadership – held in late May

If possible, all meetings will be attended by:

- URGE pod: Schreiner, Brengman, Davis, Dymond, Gallup, Gran, Sheets, Wainman
- UMD and Swenson College leadership: Dean Reed, EVCAA Delgado, Chancellor Black, Faculty Senate President Hinderliter
- Leaders of other social justice focused groups on campus, including but not limited to the anti-racist learning community, the Multicultural and Diversity Committee, the EOCAI, and others

If anyone is unable to attend the meeting, they commit to meaningful remote interaction via email updates.

As a group, 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 and STEM fields.
2. Use the existing literature, expert opinion, and personal experiences to develop antiracist 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.

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

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2. [https://notimeforsilence.org/](https://notimeforsilence.org/)
Kathryn Schreiner, Pod Leader

Wendy Reed, Swenson College Dean

Lendley Black, UMD Chancellor

Anne Hinderliter, President, UMD Faculty Senate