Williams College URGE Agreement

This agreement, between the Williams Geosciences URGE Pod and the President and Dean of Faculty at Williams College, represents one of the deliverables requested of our Pod as part of the URGE program.

We, the undersigned, 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 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 endorse the specific Williams Geosciences' 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 Williams, including methods for growing inclusivity as well as measuring and reporting progress.

We affirm our commitment to these objectives individually, as a pod, and as an organization.

Signature            Date

Phoebe Cohen, Pod Leader        2/15/21

Rónadh Cox, Pod Member    18 Feb 2021

Lisa Gilbert, Pod Member    2/16/21

Maud Mandel, College President    2/23/21

Safa Zaki, Dean of Faculty    2/23/21

Pod Member

---


2 https://notimeforsilence.org/

3 https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences
José A. Constantine, Pod Member
Alex Apotsos, Pod Member

Mea Cook, Pod Member 22 Feb 2021
Alice Bradley, Pod Member 20 Feb 2021

Jason R Racela, Pod Member 18 Feb 2021

Allen Pope, Pod Member 20 Feb 2021

Brad Wakoff, Pod Member 22 Feb 2021

Paul Karabinos, Pod Member 22 Feb 2021