URGE Pod Agreement for
The College of Wooster Department of Earth Sciences

This agreement is between The College of Wooster Department of Earth Sciences and the Center for Diversity & Inclusion at The College of Wooster. 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 – Early March
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – Early April
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – Mid-May
  - Schedule additional meetings here to execute plans at Wooster

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 University/Organization including methods for measuring and reporting progress.

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

Meagen Pollock (Pod Leader), Date

Dr. Ivonne M. García (CDEIO), Date

Pod Members: Shelley Judge, Greg Wiles, Mark Wilson

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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