URGE Pod Agreement for Stanford University Earth System Science

This agreement is between Earth System Science URGE Pod and Kevin Arrigo (Department Chair, Earth System Science) at Stanford University. 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 - February, 16, 2021, 3 PM
  - Emily Lacroix, PhD Candidate, Pod Leader
  - Kevin Arrigo, Chair of Earth System Science Department at Stanford University
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - March 10, 3-4:30 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:
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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<tr>
<td>Emily Lacroix</td>
<td>2-16-2021</td>
<td>Kevin Arrigo</td>
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<td>Pod Leader(s)</td>
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2 https://notimeforsilence.org/
3 https://www.change.org/p/geoscientists-call-for-a-robust-anti-racisim-plan-for-the-geosciences
Pod Members:
Amanda Semler
Brian Rogers
Aria Hamann Duncan
Kristin Boye
Cherie DeVore
Lizzie Paulus
Alandra Lopez
Frances Davenport