URGE Pod Agreement for the Distributed Midwest Pod – representing multiple schools/institutions

This agreement is between Distributed Midwest and Macalester College, USU, NDSU, IU, Missouri, UMN. 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 - Date/Time
  - (list names and titles of Uni./Org. Leadership who will attend meetings)
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - Date/Time or TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - Date/Time or TBD
  - Schedule additional meetings here to execute plans at organization
  - As our pod is made up of different institutions, it does not have a centralized leadership to meet with.

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 Individual institutions including methods for measuring and reporting progress.

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

Mary Heskel 2/1/21

Pod Leader(s) Date

Uni./Org. Leadership Date

Pod Members: O’Connell, Christine, McGregor, Kelly; Curry-Rogers, Kristi; Doane, Tyler, Lundgren, Lisa; Tackett, Lydia; Stuart M. Kenderes; Brenda Postells

2 https://notimeforsilence.org/
3 https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences