This agreement is between the URGE at UNM group and the Chair of the Department of Earth and Planetary Sciences at the University of New Mexico (UNM). Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University and Departmental Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals –
  - February 2021

- Meeting 2 - Invitation for leadership to attend a regular pod meeting –
  - Plan to invite EPS Dept Chair, Peter Fawcett to a UNM Pod meeting in February 2021
  - Plan to reach out to Dr. Assata Zerai VP of the Division of Equity and Inclusion at UNM to join a UNM Pod meeting by April 2021

- Meeting X - Follow-Up Discussion of Pod Proposal and Actions –
  - Plan to follow-up with EPS Dept Chair, Peter Fawcett by May 2021
  - Additional meetings to support execution of plans will be scheduled as needed

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 within the Department of Earth and Planetary Sciences at UNM including methods for measuring and reporting progress.

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

Signature    Date    Signature    Date
Lindsay Worthington  __01/29/2021____    __Peter Fawcett 02/12/2021____
<table>
<thead>
<tr>
<th>Pod Leader(s)</th>
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<tr>
<td>Corinne Myers</td>
<td>01/29/2021</td>
<td>Dept Chair</td>
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Pod Members:
- Ruijia Wang (Post Doctoral Researcher) - I concur
- Laura Crossey (Professor) I concur
- Brandon Schmandt (Associate Professor)
- Gary Weissmann (Professor) - I concur
- Tony Gargano (Graduate Student) - I concur
- Emma Elliott Smith (Post Doctoral Researcher) - I concur
- Sebastian Los (Graduate Student)
- Eric Lindsey (Assistant Professor) - I concur
- Aria Holmes (Graduate Student)
- Justin Wilgus (Graduate Student)
- Aurora Pun (Principal Lecturer)
- Brionna O’Connor (Graduate Student) I concur
- Olumide Adedeji (Graduate Student)
- Jason Moore (Associate Professor) - I concur
- Tyler Mackey (Assistant Professor) - I concur

2. [https://notimeforsilence.org/](https://notimeforsilence.org/)