



## URGE Pod Agreement for the University of Massachusetts Amherst, Department of Geosciences

This agreement is between the UMass Amherst Geosciences URGE pod and Stephen Burns (Geosciences Department Head) at the University of Massachusetts Amherst. To make effective changes we must first understand the structures that uphold racism at our institution, and where we lie within that structure. This agreement is intended to begin with the Department of Geosciences with the intention of collaborating with other department-level groups to generate wider, university-level changes. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - Feb 18 at 10:00am
- Meeting 1 - Invitation for leadership to attend a regular pod meeting - Feb 18 at 10:00am
- Meeting 2 - Follow-Up Discussion of Pod Proposal and Actions - Accountability Session

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<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>
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, diversity and inclusivity of the Department of Geosciences at UMass Amherst and the institutionalized structures of marginalization present within the department and university as a whole.
2. Develop an anti-racism Action Plan with actions specific to issues in the geosciences at UMass Amherst, including methods for measuring and reporting progress.
3. Identify racist policies and procedures within the Department of Geosciences at UMass Amherst, while working to understand institutional racism (and its impacts in our department) more broadly.
4. Partner with ongoing diversity, equity, inclusion, and justice efforts within the department and the university in order to coordinate and amplify changes to the culture and policy within our department.
5. Develop a system of accountability within the department, and include leadership in these systems, to ensure that all members of the community are actively involved in anti-racist practices and aware of the consequences of not

adhering to the agreed upon measures.

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

 \_\_\_\_\_ Feb 12, 2021       \_\_\_\_\_ Feb. 12, 2021 \_\_\_\_\_

Pod Leader(s)      Date                      Dept. Head              Date

Pod Members:

Christine E. Hatch, Associate Extension Professor

Rebecca Smith, PhD Candidate

Frances Griswold, PhD Candidate

Shaina Sadai, PhD Candidate

Hannah Baranes, PhD Candidate

Karin Lehnigk, PhD Candidate

Michele Cooke, Professor

Kate Fickas, Postdoctoral Scholar

David Boutt, Professor

Forrest J. Bowlick, Lecturer

Laurie Brown, Emeritus Professor

<sup>1</sup> R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

<sup>2</sup> <https://notimeforsilence.org/>

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