

# URGE

Unlearning Racism in Geoscience

# Berkeley

UNIVERSITY OF CALIFORNIA

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URGE Pod Agreement for the Department of Earth and Planetary Science,  
University of California, Berkeley

The Berkeley pod leader is the department chair. Deliverables will be implemented in real time, to the extent possible, and integrated in the department's strategic plan for enhancing diversity.

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, 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.



Pod Leader and department chair, February 6, 2021

Pod Members: Michael Manga, Daniel Frost, Sarina Patel, Katie Latimer, Diogo Lourenco, Daniel Ibarra, Sarah Arveson, Tyler Cadena, William Davis, Julia DeMarines, Tanja Kovacevic, Sky Poindexter, Kanani Lee, Ned Molter, Sierra Boyd, Mercedes Vasquez

<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>