



URGE

Unlearning Racism in Geoscience



URGE Pod/Faculty Agreement

Note: This is a draft agreement between the departmental leadership and the 2021 Princeton GEO/AOS URGE Pod members.

This agreement is between the GEO/AOS URGE Pod and the GEO/AOS Faculty at Princeton University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the GEO and AOS faculty leadership:

- **Meeting 1** -- Introduction to URGE, discussion of pod goals, and presentation of key deliverables at both a GEO and AOS faculty meeting
 - GEO faculty meeting date: TBD; est. April 2021
 - AOS faculty meeting date: TBD; est. April 2021
- **Meeting 2** -- Follow-up discussion of pod proposals and actionable items at both a GEO and AOS faculty meeting
 - GEO faculty meeting date: TBD; est. June/July 2021
 - AOS faculty meeting date: TBD; est. June/July 2021

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.¹
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies.^{2,3}
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

We are committed to the GEO/AOS URGE Pod's objectives:

1. To discuss and assess the racial justice, equity, and inclusivity of Princeton University and the GEO/AOS departments.
2. Develop and implement anti-racism action plans specific to the GEO/AOS departments -- including methods for measuring and reporting DEI progress.
3. Work together with departmental organizations to develop anti-racism action plans for the broader Princeton community

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

² <https://notimeforsilence.org/>

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

4. Explore further possibilities for agreements with university-wide bodies (e.g. the board of trustees) for institutional change.

GEO/AOS URGE Pod Leaders

Signature

Date

Jenna Lee

Sarah Shackleton

Jesse Farmer

Glen Chua

Ashley Maloney

Gemma Sahwell

Sonya Legg

Jessica Lueders-Dumont

GEO/AOS Faculty Leadership

Signature

Date

GEO/AOS URGE Pod Members:

Ahm, Anne-Sofie

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Alberty, Marion

Bertran, Emma

Chua, Glen

Chung, Maya

Delamater, Renee

Ditkovsky, Sam

Duan, Jianshu

Farmer, Jesse

Ferdowsi, Behrooz

Garvin, Zachary

Griffies, Stephen **

Han, Eunah

Han, Sirus

Haynes, Shannon

Higgins, John *

Huth, Alex

Lee, Jenna

Legg, Sonya **

Lueders-Dumont, Jessica
MacGilchrist, Graeme
Maloney, Ashley
Manzuk, Ryan
Pipatprathanporn, Sirawich
Rucks, Melinda
Sahwell, Gemma
Scher, Mason
Schoene, Blair *
Shackleton, Sarah
Sonnewald, Maike
Tamama, Yuri
Ward, Bess *
Ward, Sarah
Watts, Elena
Wyatt, Abigale
Zhang, Xinning *
Zhang, Yongfei

* This URGE member is a GEO faculty member

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