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## URGE Pod Agreement for UCLA Department of Earth, Planetary, & Space Sciences

This agreement is between the EPSS URGE Pod and Edwin Schauble, Chair of the UCLA Department of Earth, Planetary, & Space Sciences (EPSS). Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with Chair Edwin Schauble:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - TBD
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD

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 and implement an anti-racism Action Plan with actions specific to issues in the UCLA Department of EPSS, including methods for measuring and reporting progress.

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

June 18, 2021

June 11, 2021

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Lars Stixrude, Pod Leader

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Date

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Edwin Schauble, EPSS Chair

\_\_\_\_\_  
Date

UCLA URGE Pod members: Lars Stixrude, Quinn Shollenberger, Kevin Coffey, Saeed Mohanna, Leslie Insixiangmay, Hannah Tandy, Michael Lawson, Seulgi Moon, Abby Kavner, Ariel Graykowski, Elisha Johti, Hayley Bricker, Lingsen Meng

<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>