



Agreement for members of the 2YC URGE Pod

This agreement is between the **2YC URGE pod** and instructors in the greater geoscience education community at two-year institutions (community colleges, two-year feeder campuses in four-year university systems, etc.).

Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) is 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 Geoscience¹
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 our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity in two-year college settings.
2. Develop an anti-racism Action Plan with actions specific to issues for each individual and/or at each of our institutions, including methods for measuring and reporting progress.

We are committed to pursuing these objectives individually, as a pod, and as members of the greater geoscience education community.

Laura Guertin

February 12, 2021

Pod Leader(s)

Date

Pod Members: Kristie Bradford, Daina Hardisty, Hillary Goodner, Karen Helgers, Beth Johnson, Megan Jones, Kaatje Kraft, Karen Layou, Elizabeth Nagy, Carol Ormand, Waverly Ray

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>