

Deliverable – Agreement

Bushkill Bunch pod

URGE: “Education is essential but action is also imperative for achieving the objectives of URGE. Therefore, each URGE topic is paired with deliverables for individual pods to draft and share. This deliverable is an agreement with the pod. It includes a plan to address leadership of our organizations. Establishing a concrete agreement ensures our pod is committed to actions and change that can be achieved within your organization. Performative work does not move the needle. This agreement outlines goals of the pod as well as a series of scheduled meetings between the pod and leadership. The agreement includes an invitation for leadership to attend at least one regular pod meeting during the URGE series as well as a follow up meeting after the series concludes. Our pod members are not within one organization, so we will write down where we each have influence and schedule meetings with those individuals to discuss relevant actions.”

“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 our pod’s objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of all of our respective organizations.
 2. Develop suggestions for leadership for anti-racist Action Plans with actions specific to issues at each of our respective organizations.
 3. Develop suggestions for leadership for anti-racist Action Plans with actions specific to issues at the alma mater many of us share including methods for measuring and reporting progress.
 4. Learn what systems for DEI exist and work at one another’s institutions and consider how they would apply at our own.
- Our deliverables will follow the guidelines that URGE leadership suggested via email: “create the types of deliverables that you would like to see in an institution, as everyone will be able to see your deliverable and learn from them. Some policies also include individual-based goals.”
 - Multiple members of this pod are alumni of the same undergraduate institution. We will dedicate time working together to create policy suggestions to send to said institution, and we will be scheduling meetings with leadership in that department to discuss ideas for areas of improvement. We currently plan on having the first meeting during week 8 of the URGE curriculum. We will update the Agreement as meetings are scheduled.

- Our pod includes people from various institutions in many fields of geoscience. Pod members are expected to reach out to leadership at their respective institutions to schedule meetings to discuss the applicability of URGE topics and policy shifts. Dates of meetings of different pod members with leadership at their respective institutions will differ, but most likely take place around week 8. We will update this document as meetings are scheduled. We aim to avoid performative work: we realize one of the goals of URGE is to produce deliverables that analyze current academic policies at each pod's institution, and want to do this.
 - Our deliverables will be some more individual-based goals as we continue pursuing various careers in geoscience, AND we will be applying what we learn to our respective groups/institution.
 - Assess every other session whether our pod is being productive for policy change.

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

Pod Leader(s): Anna Golub and Molly Martindale

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Uni./Org.: Unaffiliated friend group

Pod Members:

Jack Shaw
Juliana Ventresca
Emma Leeds
Bailey C Nash
Molly Martindale
Anna Golub
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Lissie Connors
Caroline Bottega
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Annika Leiby
Sean Walker
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