

URGE

Unlearning Racism in Geoscience



TEXAS A&M UNIVERSITY

College of Geosciences

URGE Pod Agreement for College of Geosciences, Texas A&M University

This agreement is between College of Geosciences pod and the College of Geosciences Texas A&M University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - Pods met January 28, 29, and Feb 9.
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - Assistant Dean for Diversity and Climate has attended one of the first mini-pod meetings
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - The mini-pods will identify a time to meet to discuss outcomes from the Pod proposals and next steps across the College of Geosciences.

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 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 of our organization.
2. Identify opportunities within the existing College of Geosciences action plan to support existing projects or advance new goals and objectives.

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

2/12/2020

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>