

URGE Pod Agreement with Temblor Inc.

This agreement is between the Temblor Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod and Ross Stein, CEO of Temblor Inc. Temblor's leadership actively participates in each URGE session.

Both the pod and the company leadership 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. Develop an anti-racism Action Plan with actions specific to issues at Temblor including methods for measuring and reporting progress.

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



Jennifer Schmidt, Pod Leader

2/15/2021
Date



Ross Stein, Temblor CEO

2/15/2021
Date

Temblor leadership:

Ross Stein, CEO, Volkan Sevilgen, CTO

Pod Members:

Jennifer Schmidt, Ross Stein, Volkan Sevilgen, Alka Tripathy-Lang, Megan Sever

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>