
URGE Pod Agreement for U of A Department of Geosciences

This agreement is between the UARK Geosciences Pod and the Department of Geosciences at the University of Arkansas –specifically committees (standing and ad hoc) and management directly involved in recommendations and actions promoting Diversity, Inclusion and Equity within the Department. While the agreement is pointed towards the Department, we acknowledge that our actions can influence the broader university, local and larger Geoscience community. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the Department of Geosciences Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – February 10, 2021
 - Dr. Chris Liner, Department Chair
- Meeting 2 - Invitation for leadership to attend a regular pod meeting
 - Wed, 11am CST, Date TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions
 - Summer 2021, Date TBD
 - URGE leadership will regularly update the Department’s D&I committee on recommended action items. In addition, we will bring action items to an ad hoc group of interested faculty and students (D and I coffee group). We will re-evaluate if we need to interface with other entities such as admission or hiring committees at this time. Schedule additional meetings here to execute plans at the University of Arkansas.

We are committed to URGE’s primary objectives:

1. Deepen the Department and broader communities' knowledge of the effects of racism on the participation and retention of BIPOCs in Geoscience.
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies.
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a department level.

We are committed to our pod’s objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our department.
2. Develop an anti-racism Action Plan with actions specific to issues within the Department of Geosciences at the University of Arkansas including methods for measuring and reporting progress.

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



2/10/2021

Dr. Chris Liner
Department Chair

Date



2/10/2021

Dr. Celina Suarez
Pod Co-leader

Date



2/10/2021

Jill A. Marshall
Pod Co-leader

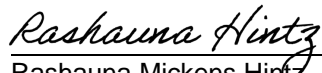
Date



02/11/2021

Dr. Katia Fernandes
Pod Member

Date



2/11/2021

Rashauna Mickens Hintz
Pod Member

Date



Jo Ann Kvamme
Pod Member

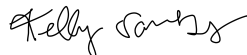
Date



2/10/2021

Danielle Oberg
Pod Member

Date



Kelly Sanks
Pod Member

Date



Dr. John Shaw
Pod Member

Date



2/12/2021

Kevin Befus
Pod Member

Date












UARK URGE Agreement_ToSign

Final Audit Report

2021-02-12

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