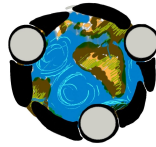


URGE

Unlearning Racism in Geoscience



UBUNTU POD

URGE Pod Agreement for UBUNTU Pod

This agreement is between the members of the UBUNTU POD. We represent institutions from around the world and we have made this document to hold ourselves accountable for the changes we want to make in our different institutions. We have discussed the goals/agreements we can do as a pod with each other and with our corresponding leadership. We present these ideas in this deliverable

Institutions represented in UBUNTU pod:

- National Taiwan University
- GeoLatinas
- MARUM - University of Bremen
- Delft University of Technology
- University of Cape Town
- Swansea University
- University of Cambridge
- Brown University
- Mazac Academic Coaching LLC
- University of Gothenburg

Pod members:

Chloe Aderson (MARUM - University of Bremen)

Thomas Aubry (University of Cambridge)

Alejandra Sanchez-Rios (National Taiwan University)

Adriana Guatame-Garcia (Delft University of Technology)

Alice Lefebvre (MARUM -University of Bremen)

Chloe Gustafson (Swansea University)

Rocio Caballero-Gill (GeoLatinas/Mazac Academic Coaching LLC/Brown University)

Isabelle Giddy (University of Cape Town/University of Gothenburg)

Pod Agreements in accordance with URGE's primary objectives:

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>



Unlearning Racism in Geoscience

Short term pod goals

1. Complete the readings, watch all interviews, attend pod meetings and respectfully listen from an international perspective. The objective is to develop anti-racist policies and strategies^{2,3}
2. We aim to learn from and gain wider perspectives from the readings and interviews included in the curriculum, from the experiences shared by our pod-mates, and from the dissection of our personal experiences and histories.
3. Communicate our URGE experience to the institutions and organizations to which we belong in order to deepen the community's knowledge of the effects of racism on the participation and retention of black, brown and indigenous people in the USA, and people of color around the world that are part of the Geoscience.
4. Create an international guideline, based on our collective experience and learnings about race issues. We will discuss differences between international realities and come up with a common ground where we all push our comfort zones and revalue why things might be different in other countries
5. Improve our language and arguments in order to engage more actively in the discussion
6. Write reflective questions that can help us re-examine existing practices or materials we develop. Ask how they are or not supporting anti-racism and how to improve those from that reflections too
7. Create a checklist/action plan where we can do a first assessment of practices, structures or dynamics that we are evaluating.

Long term and institutional goals

1. Include anti-racism frameworks in the lab expectation documents (for future research positions). Linked to this point, include anti-racism frameworks with our research group introductory document
2. Start a pod, or framework for a pod, at each of our institutions for the next round of URGE.
3. Learn to communicate about this topic in an open-minded and calm attitude, with assertiveness and insight.
4. Come up with a structure that can help organizations be held accountable
5. Raise the topic at MARUM and the University of Bremen

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

URGEO

Unlearning Racism in Geoscience

Signature

Date

Alejandra Sanchez-Rios March 4 2021
Pod Member Date

Thomas J. Aubry __March 4 2021__
Pod Member Date

Chloe Anderson March 4, 2021
Pod Member Date



Pod Member

27/02/2021

Date

Signature

Date

Chloe Gustafson March 4, 2021
Pod Member Date

Rocío Paola Caballero-Gill March 4, 2021
Pod Member Date

_Alice Lefebvre__ _Marc 4, 2021__
Pod Member Date

Adriana Guatame-Garcia March 5, 2021
Pod Member Date