

Agreement

This agreement is between UCSC Ocean Sciences (OS) and Earth and Planetary Sciences (EPS) departments pod and OS and EPS department chairs at UCSC. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

Meeting 1: Meet with EPS department chair, Matthew Clapham, in Group 2 of UCSC URGE pod, to share problems we see in the geosciences departments and to suggest our measurable goals for him to either consider for the department itself and to relay to higher levels of UCSC administration. Matthew will connect with faculty senate committees if necessary.

Meeting 2: Meet with Ocean Sciences department chair, Raphael Kudela, with the same meeting goals as with the EPS department chair.

The goal of Meeting 1 and Meeting 2 is to inform the department chairs of the geosciences of our concerns and measurable goals so that they can better go to bat for diversity, equity, and inclusion at higher administrative levels within UCSC. We also hope to create a broad network of faculty allies within UCSC to increase the chances of success for our measurable goals.
Target timeframe: Monthly

Meeting 3: Faculty representatives of our pod will meet with Paul Koch, Dean of Physical and Biological Sciences, ~ every two months to discuss our concerns and suggestions for change. The goal of this meeting will be to determine a plan for implementation of policy changes.
Target timeframe: March, May.

Additionally, ongoing meetings (~ 1 / month) will occur between pod representatives and UCSC Ocean Sciences Diversity Committee to update on identified concerns, goals, and deliverables.

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 strategies²
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 University/Organization including methods for measuring and reporting progress.

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

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/>

<https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>

Signature(s) Date
Julia Cheresh 1/28/2021
Pod Leader(s) Date

Signature(s) Date
Matth Cpl 1/28/2021
EPS Dept. Chair Date

Signature(s) Date
Ara Christina Ravelo 1/29/2021
Pbsci Div Leadership Date

Pod Members: Mar Arroyo, Anne Beulke, Beth Caissie, Matthew Clapham, Julia Cheresh, Jasmeet Dhaliwal, Brynna Downey, Ryan Green, Szilard Gyalay, Jo Holo, Hope Ianiri, Jonathan Izett, Theresa Keates, Alison Laubach, Rachel Maxwell, Andrew Moore, Eve Pugsley, Anna Schartman, Christina Ravelo, Adrienne Ricker, Niky Taylor, Rae Taylor-Burns, Natasha Vokhshoori, Elly Walsh, Yang Xiang, Margaret Zimmer, Yan Zhang