



URGE Pod Agreement for UConn Marine Science

This agreement is between UConn Marine Science URGE pod and Department Head at University of Connecticut Marine Science. 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 present pod goals
 - Faculty meeting 2/12/2021
- Meeting 2 - Leadership to attend a regular pod meeting
 - Preference for Justice (3/10), Accessibility (3/24), and/or Inclusivity (4/7) session
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD

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. Better understand the unintended impacts of our actions and inaction
2. Develop strategies for promoting anti-racism in our personal and professional lives
3. Identify and undertake specific actions to improve accessibility, justice, equity, diversity and inclusion in our labs, classes, and other spaces in the department

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

Pod Leader

2/11/2021

Date

Head, Dept. of Marine Sciences

2/22/2021

Date

Pod Members: Kelly McGarry, Annette Carlson, Hannah Inman, Hannah Collins, Kayla Mladinich, Jamie Vaudrey, Samantha Siedlecki, Penny Vlahos, Jimmy deMayo, Halle Berger, Catherine Matassa, Lauren Barrett, Emma Shipley, Michael Mathuri, Mengyang Zhou, Samantha Linhardt, Julie Granger

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>