

# URGE

Unlearning Racism in Geoscience



## URGE Pod Agreement for the University of Idaho

This agreement is between the University of Idaho URGE pod and Dean Ginger Carney of the College of Science, University of Idaho. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – February 12, 2021; 1:30
  - Dr. Erika Rader and Dr. Ginger Carney
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – April 16, 2021
- 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 Geoscience<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>
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.

*Erika Rader*

2-1-2021

*Ginger E. Carney*

Feb. 11, 2021

Pod Leader(s)

Date

Uni./Org. Leadership Date

Pod Members: Judy Parrish, Jess Stanley, Leslie Baker, Matt Hedman, Grant Harley, Tim Bartholomus, Tom Williams, April Kaiser, Haley Thorensen, Erin Young-Dahl, Chloe Weeks, Felix Thieme, Malinda Ritts, Renee Love, Tom Morrow

<sup>1</sup> R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

<sup>2</sup> <https://notimeforsilence.org/>

<sup>3</sup> <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>