



## URGE Pod Agreement for University of California, Riverside

This agreement is between UCR Faculty URGE Pod and department chairs Michael McKibben (EPSci) and David Volz (EnvSci) at University of California, Riverside. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the Michael and David:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - **2/8/2021 1-1:10 pm**
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - **Date/Time or TBD**
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - **Date/Time or TBD**

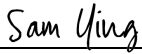
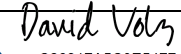


### We are committed to URGE's primary objectives:

1. Deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Earth, Planetary, and Environmental Sciences<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 of California, Riverside, including methods for measuring and reporting progress. We are committed to pursuing these objectives individually, as a pod, and as an organization.

Sam Ying DocuSigned by:  79E9355C2625434...	Environmental Sciences	David Volz DocuSigned by:  C26317A5C0E5477...
Maryjo Brounce DocuSigned by:  A02018E0202A4E5...	Earth and Planetary Sciences	Michael McKibben
	University of California, Riverside	DocuSigned by:  EE3496219AAA4E8...

Pod Members:

Francesca Hopkins	William Porter	Peter Homyak	Andrey Gray	Marilyn Fogel	Sandra Kirtland Turner	Gareth Funning	Heather Ford
Eddie Schwieterman	Peter Sadler	Roby Douilly	Kaycee Morra	Proteek Chowdhury	David Oglesby	Shelly Wernette	Alison Marklein

<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>