

UC SANTA BARBARA

Earth Science

URGE Pod Agreement for Dept. of Earth Science, UCSB

This agreement is between UCSB Earth Science's URGE (Unlearning Racism in Geoscience) pod, comprising undergraduates, graduates, staff, and faculty (including the department's leadership). Our URGE (www.urgeoscience.org) pod has the following meetings scheduled.

- Meeting 1 - Meeting between pod leader (Allyson), department chair (Andy Wyss), pod leader from UCSB's other URGE pod (Nick Nidzieko) and members, UCSB Vice Chancellor for Diversity, Equity, and Inclusion, and UCSB Vice Chancellor for Research - February 18, 2021
- Meeting 2 - Introduction to URGE and Discussion of Pod Goals - mid-February ○ Andy Wyss (department chair and member of pod) will share at faculty meeting what our URGE pod is working on
- Meeting 3 - Invitation for leadership or others in the department to attend a regular pod meeting - to be sent after Session 2 meeting, ~February 11, 2021
- Meeting 4 - Follow-Up Discussion of Pod Proposal and Actions with representatives from URGE pod, Earth Science faculty JEDI committee, and Earth Science student JEDI committee - end of URGE curriculum, schedule on May 10, 2021

*After each two-week session, send out reading and updates from our pod linking to our shared Google Drive to the department.

We are committed to URGE's primary objectives:

1. Deepen the community's awareness of racism's effects on the participation and retention of black, brown, and indigenous people in the geosciences¹
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. Discuss the racial justice, equity, and inclusivity of our organization.
2. Identify the most pressing problems our department has with regards to racism, and rectify them (e.g., expanding applicant pool).
3. Develop an anti-racism Action Plan with actions specific to issues at UCSB Earth Science, including methods for measuring and reporting progress. We will pursue these objectives individually, as a pod, and as a department.

Signature Date Signature Date _____  _____ 

Allyson Randall (pod leader) February 8, 2021; Andy Wyss (Department of Earth Science Chair) February 8, 2021

Pod Members: Lindsay Buff, Sarah Gerenday, Elianne Gutierrez, Amy Moser, Susannah Porter, Judy Pu, Yann Ricard, Devin Rand, Allyson Randall, Andy Wyss

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>