



URGE Pod Agreement for University/Organization - Example Deliverable

This agreement is between UF Geosciences URGE Pod and the Departments of Geology and Geography at the University of Florida. 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 Discussion of Pod Goals TBD (email of support filed)
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – TBD (in progress)
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD
 - Schedule additional meetings here to execute plans at organization

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^[1]
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 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.
3. We are committed to pursuing these objectives individually, as a pod, and as an organization.

Signature *Date*
Anita Marshall 4/1/2021 | 4:25 PM EDT

Anita Marshall

Signature *Date*
David Foster 4/6/2021 | 2:19 PM EDT

David Foster Chair, Geology

Jane Southworth 4/7/2021 | 11:15 AM EDT

Jane Southworth
Chair, Geography

Mary Watt 4/8/2021 | 3:22 PM EDT

Mary Watt
Associate Dean, CLAS
Uni./Org. Leadership

Pod Leader(s) Date

Pod Members: (listed alphabetically)

Blackburn	Jason
Conlin	Matthew
Hatfield	Robert
Marshall	Anita
Martin	Ellen Eckels
Meert	Joseph
Miller	Scott
Miska	Meredith
Mullens	Esther
Ortiz	
Guerrero	Carolina
Perfit	Michael
Pesar	Elizabeth
Serafin	Katherine
Sprain	Courtney Jean
Thompson	Carmi Milagros
Williams	Amy
Williamson	Meirah Rachel

[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-racisim-plan-for-the-geosciences>