

URGE Pod Agreement for Marine Sciences Pod at the University of Georgia

This agreement is between the UGA Marine Sciences URGE pod and the leadership of the DEI committee and the Chair of the Department of Marine Sciences at the University of Georgia.

Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod includes a departmental DEI committee chair, chairs of various DEI subcommittees, and DEI committee members. This URGE pod therefore decided to use the institutional framework of this departmental committee to reach the department as a whole.

We are not scheduling specific meetings, but are committing to assess the progress of the DEI related action items this summer. We also commit to communicate progress and challenges to the UGA Life Sciences DEI committee, as well as the graduate school to further 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. Discuss and assess the racial justice, equity, and inclusivity of our organization.
2. Develop an anti-racism Action Plan with actions specific to issues in Marine Sciences at the University of Georgia, including methods for measuring and reporting progress. This Action Plan will be presented as recommendations to the DEI committee. The DEI committee will decide which of the plans will be pursued for the department.

We are committed to pursuing these objectives individually, as a pod, and as an organization. A signature on this agreement signals a commitment to hold a conversation about the Action Plan, not an implicit agreement to any policy suggestions.

Signature _____ Date _____
Chandler Countryman, Pod leader

Signature _____ Date _____
Patricia Yager, Marine Sciences DEI committee chair

Signature _____ Date _____
Daniela Di Iorio, Marine Sciences Department Head

Pod Members

- Countryman, Chandler
- Giordano , Gabriella
- McQuarrie, Frank
- Meile, Christof
- Reynolds, Andrea
- Cohen, Natalie
- Ma, Kun
- Amos, Caitlin
- Rivero-Calle, Sara
- Storo, Rachael
- Yager, Patricia
- Powers, McKenzie
- Schroer, William
- Plumb, Kaylie
- Schreier, Jeremy
- Kollman, Charlotte

¹R. 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>