



URGE Pod Agreement for University of Maine

This draft agreement is between UMaine URGE and members of the UMaine administration. 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 - We unfortunately couldn't get everyone together for a meeting, so we've been updating administrators via email with lots of links and text about our efforts, including: Scott Johnson, the chair of the School of Earth and Climate Sciences; Paul Mayewski, the Director of the Climate Change Institute; Mario Teisl, Interim Dean of the College of Natural Sciences, Forestry, and Agriculture; Provost John Volin, and the chairs of the President's Council on Diversity and Inclusion (Susan McKay and Kimberly Whitehead). We invited them to participate in UMaine URGE but none have done so.
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - We invited Provost Volin, Assistant Dean Chris Gerbi (who is also in the School of Earth and Climate Sciences), Dan Sandweiss (who is the chair of the CCI DEI committee), Susan McKay and Kimberly Whitehead, and the VP of HR (Chris Lindstrom) to participate in our Week 5 curriculum.
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD
 - Schedule additional meetings here to execute plans at organization
 - We will be scheduling additional meetings after the URGE curriculum is complete to share our deliverables and findings with the appropriate members of the administration.

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 Geoscience¹

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>



Unlearning Racism in Geoscience

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.

We are committed to pursuing these objectives individually, as a pod, and as an organization.

A handwritten signature in black ink, appearing to read "S. Miles".

March 5, 2021

Signature

Date

Pod Leader(s)

Date

Uni./Org. Leadership Date

Pod Members: Seth Campbell, Maraina Miles, Hannah Mittelstaedt, Kit Hamley, Sarah Hall (College of the Atlantic), Cassandra Rose (State of Maine), Alice Doughty, Madelyn Woods, Brenda Hall, Madeleine Landrum, Hannah Brooks