

URGE Pod Agreement  
University of Michigan Climate and Space Sciences and Engineering

This agreement is between UMich CLaSP and the leadership in the Climate and Space Sciences and Engineering department. Our pod has the following meetings scheduled with departmental leadership:

- (1) Introduction to URGE and discussion of Pod goals on February 22, 2021 at 4 pm.  
Gretchen Keppel-Aleks (pod leader), Tuija Pulkinnen (department chair), and Michael Meister (departmental administrator) will attend, and other members of the pod are invited and encouraged to attend.
- (2) Departmental leadership has been invited to and plans to attend the normal pod meeting on March 22, 2021.
- (3) Follow-up discussion of pod proposals, actions, and draft deliverables on June 4, 2021 at 2 pm.  
Gretchen Keppel-Aleks, Tuija Pulkinnen, and Michael Meister will attend, and other members of the pod are invited and encouraged to attend.

Following the end of URGE, action items and the pod proposal will be carried forward by the UMich CLaSP Justice, Equity, Diversity, and Inclusion (JEDI) subcommittee. Currently, the four faculty members of JEDI are participating in the UMich CLaSP pod.

Our pod is 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 geosciences.
- (2) Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies.
- (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) Raise awareness of racism within geosciences in order to improve our organization and create an environment in which there is no tension between excellence and equity.
- (2) Develop an anti-racism action plan and identify where explicit policies aimed at improving justice, equity, diversity, and inclusivity within the department are needed. Members of our pod are invested in assisting the drafting of said policies.

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