



## URGE Agreement for Caltech

This agreement is between the Caltech GPS URGE Pod and Dr. Lindsey Malcom-Piqueux, the Assistant Vice President for Diversity, Equity, Inclusion, and Assessment at Caltech.

We are committed to the **Unlearning Racism in Geoscience (URGE;** [www.urgeoscience.org](http://www.urgeoscience.org)) program'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<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>
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 Caltech including methods for measuring and reporting progress.
3. Disseminate the information and resources we have compiled in a clear and lasting manner.

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

Our pod meets weekly on Fridays at 2pm. Every other Friday, we build deliverables on anti-racist policy that we submit to URGE. On off-weeks, we discuss assigned reading on racism in academia. We would greatly appreciate the attendance of Dr. Malcom-Piqueux at any meetings she can join, with the agreement that she will attend at least one meeting during the program (January 18 – May 7). We also request that she meet with our Pod for a follow up discussion of our proposals and action plan after the URGE program concludes (post- May 7).

*E Eitel*

Eryn Eitel  
(POD Leader)

2/11/2021

Date

*Lindsey Malcom-Piqueux*

Lindsey Malcom-Piqueux  
Assistant Vice President for  
Diversity, Equity, Inclusion,  
and Assessment

2/11/2021

Date

# URGEO

Unlearning Racism in Geoscience



**POD Members:**

Lilian Dove  
Eryn Eitel  
Julie Inglis  
Hemani Kalucha  
Preston Kemeny  
Celeste Labeledz  
Selva Marroquin  
Elliott Mueller  
Elizabeth Niespolo  
Frank Pavia  
Theodore Present  
Shaelyn Silverman  
Clare Singer  
Daan Speth  
Andy Thompson  
Gabriella Weiss

<sup>1</sup> R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

<sup>2</sup> <https://notimeforsilence.org/>

<sup>3</sup> <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>