



UNIVERSITY OF MINNESOTA

URGE Pod Agreement with the College of Science and Engineering at the University of Minnesota - Twin Cities

This agreement is between the URGE mega-pod in the School of Earth and Environmental Sciences, consisting of three individual pods (Breccia, Eclogite, Geochemistry), and Associate Dean Ellen Longmire, representing the College of Science and Engineering at the University of Minnesota - Twin Cities. Our **Unlearning Racism in Geoscience** (URGE; www.urgeoscience.org) mega-pod has the following meetings scheduled with Associate Dean Longmire :

Meeting 1: Introduction to URGE and discussion of pod goals in the context of the School and the College (11 AM, Tuesday, February 9, 2021)

Meeting 2: Follow-up discussion of Action Plan (tentatively, week of April 26, 2021)

These meetings will be in addition to biweekly pod meetings and a mid-session mega-pod meeting, including a meeting with URGE pods in other departments, colleges, and campuses. Furthermore, we will involve directors of centers in the School of Earth & Environmental Sciences in individual and/or group pod meetings, to facilitate construction and implementation of an Action Plan.

We are committed to URGE's primary objectives, in the context of our School of Earth & Environmental Sciences:

1. Deepen knowledge in the School 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 and beyond our School.

We are committed to our mega-pod's objectives:

1. Discuss and assess racial justice, equity, and inclusivity of the School (primary focus) and the College; the College may be asked for assistance with gathering data and other information to support this objective.
2. Develop an anti-racism Action Plan specific to the School, including methods for measuring and reporting progress and addressing accountability at different levels (eg. individuals, research groups, the department, and centers in the School); we will ask the College to comment on this plan to help us assess its feasibility and effectiveness.

3. Implement the Action Plan: We will communicate the Action Plan to the School and the College, and promote member participation and commitment to the Action Plan.
4. Evaluate the Action Plan: At appropriate times in the following year(s), we will evaluate whether progress has been made in achieving the objectives of the plan, including whether anti-racism efforts are an inherent part of the activities of the School. The Head of the School will include information about these efforts in their annual report to the Dean of the College.

We are committed to pursuing these objectives individually, as a mega-pod and as a School, with support from the College of Science & Engineering.

<p><i>Donna L. Whitney</i> Pod Leader (Eclogite)</p>	<p>02/09/21 Date</p>	<p><i>Ikuko Wada</i> Pod Leader (Breccia)</p>	<p>02/09/21 Date</p>
<p><i>Amanda Patsis</i> Pod Leader (Geochemistry)</p>	<p>02/09/21 Date</p>	<p><i>Chris K. Z...</i> Assoc Dean, College of Science & Engineering</p>	<p>02/10/21 Date</p>

Breccia Pod Members: Scott Alexander, Max Bezada, Amy Block, David Fox, Kent Kirkby, Jennifer McDonald, Leah Nelson, Crystal Ng, Madeline Nyblade, Shanti Penprase, Viven Sharma, **Ikuko Wada**

Eclogite Pod Members: Sanath Aithala, Hannah Blatchford, Annia Fayon, Clem Hamelin, Lars Hansen, Lindsey Kenyon, Morgan Monz, Natalie Raia, Avishek Rudra, Amy Ryan, Jennifer Taylor, **Donna Whitney**

Geochemistry Pod Members: **Amanda Patsis**, Sam Perez, Mary Sabuda, Cara Santelli, Chris Schuler, Bill Seyfried, Shreya Srivastava, Brandy Steward, Xinyuan Zheng