URGE Pod Agreement for the UMN Department of Soil, Water, and Climate

The UMN Department of Soil, Water, and Climate URGE Pod has the following meetings planned with leaders in our department; the College of Food, Agriculture, and Natural Resource Sciences; and the broader University:

UMN Mega-Pod - Mid-March
With six other pods throughout the University of Minnesota system, we want to build relationships and take action beyond our individual departments. Pod leaders have connected and will decide in late February on a meeting time/agenda.

Environmental Science, Policy, & Management Coordinating Council - April
This meeting is tentatively timed for the inclusivity and accessibility URGE sessions to consider what processes and actions are needed to support undergraduate students in the cross-department ESPM major. A potential topics to discuss (subject to change as we progress through URGE) is an environmental justice audit of ESPM courses.

DEI Committee and/or Carl Rosen, SWAC Department Head - May
The podlets will decide together what the purpose of meeting with Carl is later in the URGE program. Depending on that purpose, we may use the DEI committee as an intermediary meeting to have those conversations. Potential topics to discuss (subject to change as we progress through URGE) include: augmenting the graduate ethics course and addressing different DEI effort engagement levels between newer and longer-term department members.

Jody Gray, CFANS Office for Equity and Inclusion - May
This meeting is tentatively timed for the end of the URGE program to share what we've learned and created throughout the URGE program. Topics to discuss include 1) college-level policies that create challenges for implementing department changes, 2) opportunities to expand SWAC work to other departments, and 3) future goals.

Department seminar - September
We're committed to DEI as a collective responsibility and will share out what we learned and created during URGE with our department community.

We are committed to pursuing the URGE program objectives individually, as a pod, and as an organization through these relationships and networks.