

# URGE

## Unlearning Racism in Geoscience



This agreement is between the UNC Earth and Atmospheric Sciences Pod and Natural and Health Sciences Dean's Office at University of Northern Colorado. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - 2/1/2021
  - Dr. Graham Baird, Professor of Geology
  - Dr. Sharon Bywater-Reyes, Assistant Professor of Environmental Geosciences
  - Dr. Joe Elkins, Associate Professor of Earth Science Education
  - Dr. Emmett Evanoff, Associate Professor of Geology
  - Dr. Tim Grover, Professor Geology and Chair of Earth and Atmospheric Sciences Department
  - Dr. David Lerach, Associate Professor of Meteorology
  - Dr. Cindy Shellito, Professor of Meteorology
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – 2/15/2021 or 3/1/2021
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – 5/10/2021 and follow up as needed

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 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 our University/Organization including methods for measuring and reporting progress.

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

*Signature*  
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Pod Leader(s)

*Date*  
\_\_\_\_\_  
Date

*Signature*  
\_\_\_\_\_  
Uni./Org. Leadership

*Date*  
\_\_\_\_\_  
Date

Pod Members:

- Dr. Graham Baird, Professor of Geology
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<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>