

*UNH Department of Earth Sciences URGE Pod
Pod Agreement*

This agreement is between the UNH ESCI URGE Pod and the Department of Earth Sciences at the University of New Hampshire. Our **Unlearning Racism in Geoscience (URGE)** pod has the following meetings scheduled with the University Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals
 - Dr. Joe Licciardi, Chair of ESCI, Feb. 11 3:40-5:00 PM
 - Dr. Cyndee Gruden, Dean of College of Engineering and Physical Sciences, Feb. 16 11:00 AM
- Meeting 2 - Invitation for leadership to attend a regular pod meeting
 - Pod meetings have been set for the semester. We identified meetings to invite leadership to based on the deliverable for each session.
 - Dr. Joe Licciardi, March 9 12:40-2:00 PM and/or May 4 12:40-2:00 PM
 - Session 5 (Hiring/Admissions Policy) - Dr. Cyndee Gruden
 - Session 7 (Asset Map) - Chief Diversity Officer (Dr. Nadine Petty) or Program Manager (Allyson Ryder) from the Office of Community, Equity and Diversity
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - May 2021
 - Planning meeting of all UNH pods/pod leadership to discuss next steps at the end of the URGE curriculum in May


We are committed to our pod's objectives:

- Develop a more comprehensive knowledge of race and racism in the geosciences and how anti-racism work can intersect with our department, college, and university's broader diversity, equity, and inclusion efforts
- Draft a tangible plan for implementing policies to improve diversity, equity, and inclusion within our department at all levels (students, faculty, and staff), including policies to make field work and class field trips more inclusive and more accessible for all
- Coordinate with other UNH URGE Pods to maximize the impact of our work on university-level policies and practices

We are committed to URGE's primary objectives:

- Deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience
- Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies
- Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage

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

Signature


Pod Leader(s)

Date

2/12/21
Date

Signature


ESCI Chair

Date

2/12/2021
Date

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Pod Members:

Michael Palace
Julie Bryce
Anne Lightbody
Florencia Fahnstock
James Pringle
Sophie Alpert
Sarah Widlansky
Joel Johnson
Ashley Grengs
Clarice Perryman
Ruth Varner
Thomas Lippmann
Julia Brazo
Jack Dibb
Robert Letscher
Emma Burkett
Alia Lesnek
Rose Came
Jackie Harris
Calen Rubin
Sophia Burke
Liz Burakowski
Joe Licciardi