

# URGE

## Unlearning Racism in Geoscience



University of  
New Hampshire  
School of Marine Science  
and Ocean Engineering



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URGE Pod Agreement for the Ocean Mapping and Engineering pod at the University of New Hampshire

This agreement is between the Ocean Mapping and Engineering pod, the leadership of Center for Coastal and Ocean Mapping, the School of Marine Science and Ocean Engineering, the Center for Ocean Engineering, and the University of New Hampshire. Our Unlearning Racism in Geoscience (URGE; <https://urgescience.org/pods/ccom-oe/>) pod has the following meetings planned with the university leadership parties:

Meeting 1: Introduction to URGE and Discussion of Pod Goals - January 28, 2021 from 5-6 pm

Meeting 2: Invitation for UNH leadership to attend a session two pod meeting – February 11<sup>th</sup>, 2021 from 5-6 pm

Larry Mayer (pod member), Director of the Center for Coastal and Ocean Mapping/Co-Director of the Joint Hydrographic Center

Andy Armstrong (pod member), Co-Director of the Joint Hydrographic Center

Diane Foster (pod member), Director of the School of Marine Science and Ocean Engineering

Nadine Petty, Chief Diversity Officer

Cari Moorhead, Dean of the Graduate School

Meeting 3: Invitation for college leadership to attend a session three pod meeting – February 25<sup>th</sup>, 2021 from 5-6 pm

Cyndee Gruden, Dean of the College of Engineering and Physical Science\*

Meeting 4: Invitation for departmental and NOAA leadership to attend a TBA pod meeting – TBD

Martin Wosnik, Director of the Center for Ocean Engineering\*

Member of NOAA leadership – TBD by pod members Katie Kirk and Andy Armstrong\*

Meeting 5: Follow-Up Discussion of Pod Proposal and Actions – TBD

All identified members of leadership will be invited

\*Meetings with college, departmental, and NOAA leadership are scheduled after the submission of this agreement to URGE. Signatures will be collected and document updated on OME box site.

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
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies
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, specifically the Center for Coastal and Ocean Mapping/Joint Hydrographic Center, the School of Marine Science and Ocean Engineering, and the Center for Ocean Engineering.
2. Develop an anti-racism Action Plan with actions specific to the groups mentioned in pod Objective 1, including methods for measuring and reporting progress to University of New Hampshire leadership and the broader community.
3. Create outreach materials and engage in events that aim to increase the participation, recruitment, and retention of underrepresented minorities, both in local K-12 schools and university programs throughout the country.

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

*Signature*

*Date*

*Signature*

*Date*

*Elizabeth Weidner*      2/12/2021

Elizabeth Weidner, Pod Leader

*Alexandra Padilla*      2/12/2021

Alexandra Padilla, Pod Leader

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Larry Mayer

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Diane Foster

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Andrew Armstrong

*Nadine Petty*

Nadine Petty

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Cari Moorhead

Pod Members:

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Savannah DeVoe

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Anne Hartwell

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Tara Hicks Johnson

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Kevin Jerram

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Hilary Kates Varghese

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Juliet Kinney

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Katherine Kirk

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Tracy Mandel

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Nicole Marone

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Thomas Weber