

URGE Pod Agreement for University of Alabama Department of Geological Sciences

This agreement is between University of Alabama Geological Science Graduate Student URGE pod and the Department of Geological Sciences at the University of Alabama.

Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership:

1. 2/4/21 Introduction to URGE and Discussion of Pod Goals
2. Date/Time TBD - Invitation for leadership to attend a regular pod meeting
  - a. Pod meetings are every other Monday at 10 AM
3. Date/Time TBD - Follow-Up Discussion of Pod Proposal and Actions
  - a. After program ends 5/7/21

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 in our department and in our field, including methods for measuring and reporting progress. We are committed to pursuing these objectives individually, as a pod, and as an organization.

Pod Leader(s): *Signature* Jessie McCraw *Date* 2/4/2021

DGS Leadership: *Signature* Dehn Rob *Date* 2/5/2021

Pod Members: Jessie McCraw, Rachel Mohr, Asmara Lehrmann, Adrian Wiggins, Elizabeth Bollen, Christine Bassett, Samantha Stanford

<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>