



**Bowdoin EOS POD - Session 1- January 28, 2021**

***Deliverable #2 - Pod Agreement***

This agreement is between the EOS URGE pod and Emily Peterman, chair Bowdoin EOS, ~~Hadley Horch, Bowdoin Biology,~~ and Dharni Vasudevan, Associate Dean for Faculty Development and Inclusion.

Meeting 1 – Invitation for leadership to attend a regular pod meeting on Thursday, February 25 4:30-5:30pm by Zoom for Session 3 ‘Where are we as the geosciences’ with deliverables of ‘statistical analysis of the program and its history.’.

Meeting 2 – Follow up meeting after conclusion of URGE series. Tentatively Thursday, May 27, 4:30-5:30pm by Zoom.

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. draw on existing literature, expert opinions, 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.

EOS pod objectives

Suggested discussion questions:

- What motivated you to join URGE? What measurable goals do you have for yourself? For your pod? For your organization or institution?

JSB –

Motivation: Educate, discuss and share experiences, create and implement anti-racist actionable plans, be accountable.

Measurable goals:

Self: Discuss underrepresentation in courses. Highlight contributions from BIPOC in courses. Transparent student hiring practices. Transparent course design with clear expectations for success. Revamp teaching, research, and AJEDI statements to include actionable plans for inclusive practices, which I will implement if hired for a future position.

**Commented [EP1]:** after reflection, I think it's better for us to be accountable to EOS and Dharni, but not biology. As the person who brought up Hadley, I would like to withdraw her from our agreement.

**Commented [RB2R1]:** @Emily Peterman sounds fine with me

**Commented [RB3]:** Confirmed with Dharni.

**Commented [RB4]:** Dharni is currently holding May 20 and I told her that might be moved. once our pod confirms I will update Dharni.

**Commented [EP5]:** Could we plan this for the following week? This is the second of 2 days of reading period, and I suspect I will lack the bandwidth for a high-level conversation at this moment in time.

**Commented [RB6R5]:** @Emily Peterman yes, I will work with Dharni to schedule this for May 27 if that sounds good to all

EP --

Motivation: educate, learn from experts within different disciplines, identify ways to discuss race and racism within the context of my courses, continue developing anti-racist teaching practices

Measurable goals: discuss race and racism within my courses; diversify the reading list for my course and include mini-bios for the authors; propose to the Department that we produce an AJEDI statement (perhaps this replaces the current statement on race and racism?); complete readings & contribute to the pod discussions; develop plans for bringing what we've learned and our action items to the Department and to the administration.

- Where does your organization or institution stand on racial justice?
- How will you measure the success of actions you take at your organization or institution?