



Unlearning Racism in Geoscience



DEPARTMENT OF  
GEOGRAPHICAL  
SCIENCES

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## URGE Pod Agreement for University of Maryland Geographical Sciences

This agreement is between the *UMD-GEOG URGE Pod* and *The Department of Geographical Sciences at The University of Maryland, College Park*. 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 - **Department Committee Meeting, February 12th** (will also include a preparatory call)  
1 *Dr. Chris Justice, GEOG Department Chair will attend.*
- Meeting 2 - Follow-Up Discussion of Pod Recommendations - **late May or early June 2020** (prior to installation of new department Chair)
  - 1 Additional follow-up meetings will be scheduled as needed, e.g. with GEOG Diversity Committee, new GEOG department chair, & BSOS-level committees or leadership.

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 UMD-GEOG, including methods for measuring and reporting progress.
3. Route our recommendations to propose any changes to Departmental policy through the department's Diversity, Equity, Inclusion, and Anti-racism Committee\*, to maximize pre-vote consensus and ensure synchrony with the Department's official committee on this topic.

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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>

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

*Signature*

*Date*

*Signature*

*Date*



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Feb 12 2021

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Feb 12 2021

Pod Leader(s)

Date

Uni./Org. Leadership Date

Pod Members: Rebecca Traldi, Allison Baer, Maria Tonellato, Alyssa Whitcraft, Jeffery Sauer, Hannah Kerner, Matthew Cooper, Ipsita Kumar, Amanda Hoffman-Hall, Jamis Bruening, Kristen Bergery, Alison Thieme, Julie Silva