



Unlearning Racism in Geoscience

URGE Pod Agreement for the University of Minnesota Duluth

February 2021

This agreement is between the UMD URGE pod and UMD & Swenson College leadership. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 – Introduction to URGE and Discussion of Pod Goals – held in early March
- Meeting 2 – Summary of URGE pod work over spring 2021, presentation of pod proposal, and a call to action for university leadership – held in late May

If possible, all meetings will be attended by:

- URGE pod: Schreiner, Brengman, Davis, Dymond, Gallup, Gran, Sheets, Wainman
- UMD and Swenson College leadership: Dean Reed, EVCAA Delgado, Chancellor Black, Faculty Senate President Hinderliter
- Leaders of other social justice focused groups on campus, including but not limited to the anti-racist learning community, the Multicultural and Diversity Committee, the EOCAI, and others

If anyone is unable to attend the meeting, they commit to meaningful remote interaction via email updates.

As a group, 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 Geoscience¹ and STEM fields.
2. Use the existing literature, expert opinion, and personal experiences to develop antiracist policies and strategies^{2,3}
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 University/Organization including methods for measuring and reporting progress.

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

¹ R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

² <https://notimeforsilence.org/>

³ <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>



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A handwritten signature in black ink, appearing to read "Kathryn Schreiner".

Kathryn Schreiner, Pod Leader

A handwritten signature in black ink, appearing to read "Wendy Reed".

Wendy Reed, Swenson College Dean

A handwritten signature in black ink, appearing to read "Lendley C. Black".

Lendley Black, UMD Chancellor

A handwritten signature in black ink, appearing to read "Anne Hinderliter".

Anne Hinderliter, President, UMD Faculty Senate