



# Unlearning Racism in Geoscience



## URGE Pod Agreement for the University of South Florida - College of Marine Science

This agreement is between the USF CMS URGE Pod and the College of Marine Science at the University of South Florida. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod will schedule the following meetings with the College Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - Date/Time TBD
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - Date/Time TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - Date/Time TBD
  - Additional meetings will be scheduled to discuss and execute plans at organization


We are committed to URGE’s primary objectives:

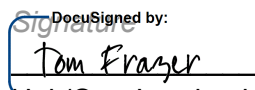
1. Deepen the community’s knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>
3. Share, 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 meaningful and effective actions specific to issues at the USF College of Marine Science including methods for measuring and reporting progress.

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

DocuSigned by:  
  
 Pod Leader(s) \_\_\_\_\_  
 Date 2/17/2021 \_\_\_\_\_  
 Date \_\_\_\_\_

DocuSigned by:  
  
 Tom Fraser \_\_\_\_\_  
 Uni./Org. Leadership \_\_\_\_\_  
 Date 2/17/2021 \_\_\_\_\_  
 Date \_\_\_\_\_

Pod Members: Sarah Grasty (co-leader) Ryan Venturelli (co-leader), Ana Arellano, Imogen Browne, Kristen Buck, Tim Conway, Sami Francis, Matt Hommeyer, Theresa King, Naja Murphy, Brad Rosenheim, Amelia Shevenell, Karyna Rosario, Carlyn Scott, and Nancy Williams.

<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>