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URGE Pod Agreement for the Earth & Planets Laboratory of the Carnegie Institution for Science

Our department leaders are members and active participants of the Carnegie EPL pod. Discussion of our pod's proposal and actions will be on-going throughout the 16-week period.

We are committed to URGE's primary objectives:

- Deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in geoscience<sup>1,2</sup>
- Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>3,4</sup>
- 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:

- Discuss and assess the racial justice, equity, and inclusivity of our organization.
- Develop an anti-racism Action Plan with actions specific to issues at Carnegie Science's Earth & Planets Laboratory including methods for measuring and reporting progress.
- Make every effort to be inclusive of all campus employees as we learn and develop our anti-racism Action Plan, and to make our resources available campus wide.
- Share our anti-racism Action Plan with Carnegie executive leadership and other Carnegie department directors.
- Promote our collective learning about the sources of systemic racism in science.

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

Suzy Vitale

1/29/21

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Pod Leader

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Date

Pod Members: Asmaa Boujibar, Kara Brugman, Emma Bullock, Katy Cain, Rick Carlson, George Cody, Cassie Conley, Zack Geballe, Michelle Jordan, Milan Karol, Andrea Mangum, Kathleen McKee, Shaunna Morrison, Larry Nittler, Daniel Portner, Kelsey Prissel, Aldo Raeliarijaona, Anat Shahr, Steve Shirey, Tara Shreve, Andrew Steele, Johanna Teske, Sally Tracy, Suzy Vitale, Lara Wagner, Mike Walter, Cian Wilson, Jing Yang

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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> As a multidisciplinary department, we would like to extend this commitment out to the planetary sciences, astronomy, astrobiology, and materials science.

<sup>3</sup> <https://notimeforsilence.org/>

<sup>4</sup> <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>