



Unlearning Racism in Geoscience

Utah State University



URGE Pod Agreement for USU College of Science and Department of Geosciences

This agreement is between [USU-GEO Pod] and [Dr. Michelle Baker] at [Utah State University]. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Wed. Feb 3 2021 (3:30 p.m.)
 - Introduction to URGE and Discussion of Pod Goals -
 - (Dr. Michelle Baker, Interim Dean College of Science and Dr. Joel Pederson (USU Dept. of Geosciences Chair)
- Meeting 2 - Tues. March 23 2021 (3:30 p.m.)
 - Invitation for leadership to attend a regular pod meeting -
- Meeting 3 - TBD - Follow-Up Discussion of Pod Proposal and Actions -
 - Schedule additional meetings here to 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 Geoscience¹
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist 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.

Kelly K Bradbury 1/18/2021

Katherine Potter 01/18/2021
Date
Pod Leader(s)

Signature Date
Michelle A. Baker 2/11/21
Uni./Org. Leadership Date

Pod Members:

Kelly K. Bradbury, Katie Potter, Joel Pederson, Evey Gannaway Dalton, Don Penman, Sarah Null, Tammy Rittenour, Tony Lowry [USU]
Liz Balgord and Caty Tems [WSU]

¹R. 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>