

URGE

Unlearning Racism in Geoscience

This agreement is between UVA-Environmental Sciences Pod and Howie Epstein (Chair) in the Department of Environmental Sciences at the University of Virginia.

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 - February 12, 3 pm
 - Howie Epstein- Department Chair
 - Matt Reidenbach- DDEI Rep (DEI Committee Chair)
 - Cora Baird, Andrew Jablonski, Kathleen Schiro, and Elliott White - Pod Members
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - multiple requested
 - Howie Epstein (Chair)
 - Matt Reidenbach (DDEI)
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - May 10 or soon after
 - Discuss how the lessons learned through URGE can be implemented in the department
 - Include Pod representatives, Howie, and DEI Committee representatives

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 Department.
2. Support individual and departmental efforts toward anti-racism.
3. Create and facilitate an ongoing dialogue within the department and the greater geosciences community.
4. Act as an incubator for knowledge and actions, including methods for measuring and reporting progress, that can be passed to the EVSC DEI Committee for consideration.

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

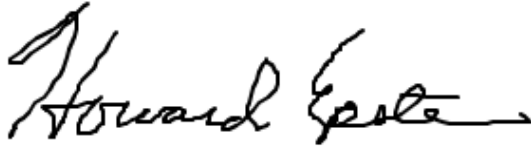
¹ R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

² <https://notimeforsilence.org/>

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

URGEO

Unlearning Racism in Geoscience



2/12/2021

Matt Reidenbach

2/12/2021

February 12, 2021



Pod Leader

Date Uni./Org. LeadershipDate

Pod :

1. Cora Baird,
2. Elliott White Jr.,
3. Ajay Limaye,
4. Angelique Demetillo,
5. Madeline Miles,
6. Sean Hardison,
7. Patricia Wiberg,
8. Ami Riscassi,
9. Elizabeth Tatham,
10. Laura Barry,
11. Allison Lepp,
12. Todd Scanlon,
13. Dat Ha,
14. Sally Pusede,
15. Claire G. Griffin,
16. Tara Illgner,
17. Kathleen Schiro,
18. Andrew Jablonski
19. Kelsey Huelsman
20. Stephen Macko