

URGE

Unlearning Racism in Geoscience



URGE Pod Agreement for the department of Earth and Space Sciences (ESS), University of Washington, Seattle WA.

This agreement is between the ESS Graduate Student and Postdoc Pod and the ESS department at the University of Washington. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the ESS Leadership (Department Chair Eric Steig, ESS faculty, College of the Environment Dean Lisa Graumlich, Provost Mark Richards):

- Meeting 1 - “ESS Super-Pod” with faculty and students- February 26th 3-4pm
 - Schedule additional meetings (approximately once per month) to ensure continuity in deliverables and actions plans between the faculty and graduate student pods
- Meeting 2 - Invitation for leadership (Eric Steig) to attend a regular pod meeting - TBD
 - Session 5: Admissions and Faculty Hiring
- Meeting 3 - Mid-way update on URGE progress with leadership - April 9th 3-4pm
 - Department Chair, Department DEI Committee, CoE Dean’s Pod, Provost
- Meeting 4 - Follow-Up of Pod Proposal and Actions with Leadership - May 14th 3-4pm
 - 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 Geoscience
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies
3. Share, discuss, and modify anti-racist policies

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 in the ESS department, including methods for measuring and reporting progress.

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