



Deliverable 2: URGE Pod Agreement

Our Unlearning Racism in Geoscience (URGE; urgeoscience.org) group, named Cascadia Pod, is 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 and strategies within a dynamic community network and on a national stage.

We also lay out the following objectives for our own pod:

1. Use science-based literature to design actionable steps for a more inclusive organization.
2. Understand my own biases and how I can grow beyond them (especially those that are hard to identify because they are built into our social system).
3. Learn strategies that encourage and build inclusivity in our research groups, home institutions, and broader community.
4. Learn how to positively hold anti-racist conversations with individuals who do not share our political ideology.
5. Commit to seeking out future opportunities to learn about and take action against the role of racism in academia (and the geosciences specifically).

Given we are all from different institutions, inviting every member's institutional leadership to one of our meetings is not feasible. Instead, we each have agreed to write our own action statement below which summarizes how we will discuss what we've learned throughout URGE with our individual institution's leadership.

- **Simon (OSU):** Be an ally for diversity hiring in the geosciences. Research affirmative action practices and promote their alignment among HR, hiring managers, and search committee(s). Mitigate effects of required and discriminatory position description language.
- **Sofia (WSUV):** I commit to scheduling a meeting with our graduate student leadership organization on campus (the Graduate Student Association at Vancouver) to discuss anti-racist policies we can push for to advocate for recruiting and retaining graduate

URGE

Unlearning Racism in Geoscience

students of color. I will schedule this meeting in April 2021 to specifically discuss with GSAV our conversations from URGE session 5 (admissions & hiring policies) and session 6 (lab & field code of conduct) because I believe changes to these policies can directly benefit graduate students of color on our campus.

- **Christine (UW):** I commit to help plan and moderate a joint Mechanical Engineering and Civil & Environmental Engineering (CEE) community meeting to educate/lead discussions with graduate students (and hopefully faculty) based on material learned throughout URGE. I will also present the action framework discussed during URGE to CAP (a UW-CEE grad and undergrad student group focused on taking action), which includes students who participate in the CEE faculty committees.
- **Sammi (Gov't Lab):** I commit to meeting with my team leaders to discuss material learned and resources provided by URGE. I also commit to apply to get director approval to lead or co-lead a URGE pod at my institution with my co-workers. I also will begin a reoccurring, permanent meeting space to discuss URGE related content beyond just an 8 week course. Specifically, I will apply URGE resources from Session 6 to our drafting documents of safety for BIPOC in the field.
- **Flaxen (OSU):** I commit to thinking in a curious and non-judgemental way when I read and listen to the URGE resources. I commit to try and share between the two pods that I'm on. I commit to bringing additional and hopefully fun resources as well as academic resources. I commit to working with Emily and Simon to help make changes at both CEOAS and OSU.
- **Sanjoy (BMSIS):** I commit to educating myself in the ways racism has permeated our society, discipline, and professional activities. As a holder of a position of leadership in my organization, I commit to more proactively seek diversity in our affiliates and continue our efforts to build an inclusive culture. I commit to increasing the reach of our organization and its programs beyond populations that we typically serve.
- **Emily (OSU):** I commit to being an active member of this POD and using the material that I learn here to build a more inclusive work environment.
- **Paul (OSBGE):** I commit to supporting collaborative efforts between geoscience professionals (outside of geology) and our state board's DEI recruitment outreach.

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

Pod Member Name	Signature	Date
Simon de Szoeki	<i>Simon P. de Szoeki</i>	2021 Feb 1
Sofia D'Ambrosio	<i>Sofia D'Ambrosio</i>	2021 Feb 7
Christine M Baker	<i>Christine M Baker</i>	2021 Feb 8
Sammi Grieger	<i>Sammi Grieger</i>	2021 Feb 8
Emily Shroyer	<i>Emily Shroyer</i>	2021 Feb 9
Sanjoy Som	<i>Sanjoy Som</i>	2021 Feb 9
Paul Edison-Lahm	<i>Paul Edison-Lahm</i>	2021 Feb 9
Flaxen Conway	<i>Flaxen Conway</i>	2021 Feb 9