



Vanderbilt AWG Pod Agreement with Earth and Environmental Sciences Department

This agreement is between the Vanderbilt Association for Women Geoscientists (AWG) Pod and Department Leadership at Vanderbilt Earth and Environmental Sciences. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – Monday, February 8, 4:00 pm CST

Dr. Steve Goodbred, Department Chair

- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD

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 and strategies within a dynamic community network and on a national stage.

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

Kelsea Best, Pod leader, February 2, 2021

Kat Turk, Pod leader, February 5, 2021

Sarah Williams, Pod leader, February 5, 2021

Steven L. Goodbred Jr., Dept. Chair, February 2, 2021 — Uni./Org. Leadership

Pod Members:

Best, Kelsea
Williams, Sarah
Turk, Kat
Oster, Jessica

Claiborne, Lily
Fauria, Kristen
Teeter, Elizabeth
Belander, Bryce
Chiaro, Genna
de Wet, Cam
Raff, Jessica
Megerian, Courtney
Anderson, Erika
Darroch, Simon
Shaya, Estelle
Miller, Ellie