

URGE

Unlearning Racism in Geoscience



Virginia Tech Geosciences Pod

Deliverable #2 Pod Agreement

This agreement is between the Virginia Tech Geosciences Pod and Dr. Estrella Johnson, College of Science Director for Inclusions and Diversity at Virginia Tech.

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
 - 2/3/21 10:30 am
 - Dr. Estrella Johnson, Director for Inclusions and Diversity for the College of Science and Professor of Mathematics
 - Dr. D. Sarah Stamps, Assistant Professor of Geophysics, Department of Geosciences
- Meeting 2 - Invitation for leadership to attend a regular pod meeting
 - 3/24/21, Wednesday 1:30 - 2:30 pm
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions
 - 5/12/21, Wednesday 1:30-2:30 pm

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.

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>

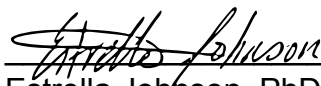
We are committed to our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our organization.
2. Revise the department's Inclusion and Diversity Strategic Plan with actions specific to issues at Virginia Tech including methods for measuring and reporting progress.
3. Draft anti-racism departmental "guidelines" submitted to DEI committee for review
4. Meetings with upper administration to communicate work of the URGE Pod

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

 2/3/21

D. Sarah Stamps Date
Virginia Tech Geosciences
URGE Pod Leader, Assistant
of Geophysics

 2/4/21

Estrella Johnson, PhD Date
Virginia Tech College of Science
Director for Inclusions and Diversity, Professor
Professor of Mathematics

Pod Members: D. Sarah Stamps, Steve Holbrook, Ben Gill, Rachel Reid, Asenath Kwagalakwe, Scott Evans, Brian Romans, Gabrielle Troia, Ntambila Daud, Eileen Martin, Karen Williams, Joshua Robert Jones, Wynnne Avent

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