

This agreement is between the Wash U EPSc pod and leadership in the department of Earth and Planetary Science at Washington University in St Louis. Our Unlearning Racism in Geoscience (URGE, [www.urgeoscience.org](http://www.urgeoscience.org)) 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.


Further, we are committed to our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our department at Wash U
2. Develop an anti-racism action plan with actions specific to issues in EPSc, including methods for measuring and reporting progress.

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

The pod requests that department leaders meet with us to discuss our pod goals, and meet again at the end of the URGE program to discuss a proposed plan of action and implementation of anti-racist policies in the department. Meetings will occur at mutually agreed-upon times on Zoom. Department leaders are also invited to join one of our regular pod meetings, which are scheduled for alternate Wednesdays from 9 to 10am.

  
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Chhavi  
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02/10/2021  
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02/10/2021

  
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2/10/2021  
Department chair: Slava Solomatov

Pod leaders: Hannah Mark, Chhavi Jain, Kärt Paiste

Pod members: Andrea Goltz, Charis Horn, Claire Masteller, David Fike, Emily Culley, Matt Barickman, Michael Wysesession