

WASHINGTON AND LEE
UNIVERSITY

GEOLOGY DEPARTMENT

Washington and Lee University URGE pod agreement

This agreement is between the Unlearning Racisms in Geoscience (URGE) pod at Washington and Lee University and Associate Dean Fred LaRiviere of Washington and Lee University.

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

We are committed to our pod's objectives:

- 1) Discuss and assess the racial justice, equity, and inclusivity within our department and organization
- 2) Develop an anti-racism Action Plan that includes methods for measuring and reporting progress. This will include, but not be limited to, these items:
 - a. Develop and implement of strategies to reach out to students from underrepresented groups
 - b. Find ways to help our current students become more welcoming to students from underrepresented groups
 - c. Develop ways to ensure our departmental commitment to inclusion is more visible to our students and university community
 - d. Ensure that we have departmental policies and supports in place to ensure that people from underrepresented groups feel welcome
 - e. Create and share teaching modules that will bring discussions of social justice/anti-racism/equity into our classes
 - f. Share our experiences with other departments at the university, through presentations, workshops, or a faculty academy session

Associate Dean LaRiviere will meet with the pod at least twice, once during a regular pod meeting and for a follow-up discussion of our pod plans and actions (dates to be determined)


Pod Leader

2-10-21
Date


University Leadership

2/10/21
Date

Pod Members:

Lisa Greer, David Harbor, Margaret Anne Hinkle, Elizabeth Knapp, Eva Lyon, Jeffrey Rahl, Kira Tomenchok, Sarah Wilson

Founded in 1749