

# URGE

## Unlearning Racism in Geoscience

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### URGE Pod Agreement for Western Washington University

This agreement is between the Western Washington University Pod and the Geology Department at Western Washington University. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals
  - 2/4/21 - Attended by Department Chair
- Meeting 2 - Invitation for leadership to attend a regular pod meeting
  - Date TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions
  - Date 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<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.


We are committed to our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our organization.
2. Develop an anti-racism Action Plan with actions specific to issues at University/Organization including methods for measuring and reporting progress.

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

Katharine Stelling  
Pod Leader(s)

2/5/21  
Date

  
Uni./Org. Leadership Date

2-9-2021

Pod Members: Katie Stelling, Allison Pfeiffer, Erin Gregory, Susan DeBari, Mai Sas, Ahna Nixon, Eston Worthington, Emily Roland, Sean Mulcahy, Ed Fordham, Jess Shulman, Savannah Silliman, Doug Clark, Casey Saenger

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<sup>1</sup> R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

<sup>2</sup> <https://notimeforsilence.org/>

<sup>3</sup> <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>