

URGE

Unlearning Racism in Geoscience

URGE Pod Agreement for Wetland Soils & Greenhouse Gas Exchange Lab

This agreement is between Wetland Soils & Greenhouse Gas Exchange Lab and the Faculty of Environment at the University of Waterloo. 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 – January 21st, 2020, 3:00pm EST
- Meeting 2 - Invitation for leadership to attend a regular pod meeting ~ April /TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions ~ September / 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 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.

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.

<i>Signature</i>	<i>Date</i>	<i>Signature</i>	<i>Date</i>
<u>Scott J. Davidson</u>	<u>14th January 2021</u>	<u>Maria Strack</u>	<u>Jan 28, 2021</u>
Pod Leader(s)	Date	Uni./Org. Leadership Date	

Pod Members: Abigail Shingler, Maria Strack, Jennifer Fliesser, Megan Schmidt, Miranda Hunter, Tasha-Leigh Gauthier, Natalija Nikolic, Nicole Balliston, Danielle Halle, Eleanor Bash, Lauren Samo, Tyler Hampton, Brandon Van Huizen

¹ R. 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>