

URGE

Unlearning Racism in Geoscience



URGE Pod Agreement for Women in Coastal Geoscience and Engineering

This agreement is between the WICGE URGE pod and the Executive Committee at Women in Coastal Geoscience and Engineering. 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 - 4:30 pm EST one M-Th in February.
- Meeting 2 - Follow-Up Discussion of Pod Proposal and Actions - 4:30 pm EST one M-Th at the end of URGE course
 - Schedule additional meetings here to execute plans through WICGE and with partner organizations

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 and field.
2. Develop an anti-racism Action Plan with actions specific to issues in Coastal Geoscience and Engineering.
3. Partner with field societies to develop wide-spread field anti-racism policies and methods for measuring and reporting progress.
4. Distribute the results of this pod with the greater Coastal Geoscience and Engineering community.

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>



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

Rose Palermo

2/11/20

Siddhi Joshi

2/12/20

Pod Leader(s)

Date

Uni./Org. Leadership Date

Pod Members: Rose Palermo, Vidya Balasubramanyam, Lizzie Wallace, Siddhi Joshi, Megan Gillen, Nic Kinsman, Diana Ochoa, Michelle Gostic, Isamar Cortés, Andrew Ashton, Robin Roettger, Jessica Newman, Evan Goldstein, Lauren Brideau, Rachel Housego, Katherine Anarde, Rob Evans, Niamh Cullen