



URGE Pod Agreement for The College of Wooster Department of Earth Sciences

This agreement is between The College of Wooster Department of Earth Sciences and the Center for Diversity & Inclusion at The College of Wooster. 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 –Early March
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – Early April
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – Mid-May
 - Schedule additional meetings here to execute plans at Wooster

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.

 2/8/21

Meagen Pollock (Pod Leader), Date

Dr. Ivonne M. García (CDEIO), Date

Pod Members: Shelley Judge, Greg Wiles, Mark Wilson

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>