

February 12, 2021

URGE Pod Agreement for Yale University Department of Earth and Planetary Sciences Pod

This agreement is between the Yale EPS URGE pod and the Chair of the IDEA (Inclusion, Diversity, Equity, and Anti-Racism) Committee in the Earth and Planetary Sciences at Yale University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod, which will be active during the Spring 2021 semester, is following the community-wide journal-reading and policy-design curriculum of URGE. The program is aimed at improving accessibility, justice, equity, diversity, and inclusion in the field of geoscience.

Our pod is 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 and on a national stage.

We are further committed to our pod's two primary objectives:

1. To educate ourselves and to discuss and assess racial justice, equity, and inclusivity in the EPS department and at Yale.
2. In areas where we identify current problems or deficiencies, to develop concrete and specific policy suggestions and actions that address issues within EPS and at Yale.

In order to involve the departmental leadership in our efforts, we have taken the following steps. Yale pod member and current chair of the IDEA committee Maureen Long met with the Yale EPS department chair to introduce the URGE program and to discuss pathways for future engagement among the URGE pod, the EPS IDEA committee, and departmental and university leadership. Because the Yale EPS department has a well-established, Chair-appointed IDEA committee with a demonstrated track record of successfully introducing new programs and initiatives, all policy suggestions and recommendations from the URGE group will be presented to the IDEA committee for discussion and further action. After consideration by the IDEA committee, actionable policy suggestions generated by URGE would then go to the EPS department chair, the EPS faculty, and/or (where appropriate) higher levels of leadership at Yale for further consideration and possible implementation.

Because the chair and several members of the Yale EPS IDEA committee are active members of our URGE pod, we already have considerable communication between the groups, and significant investment in URGE activities from the IDEA committee. The IDEA committee will regularly devote time during its Spring 2021 meetings to consideration of URGE policy proposals. IDEA will advocate for URGE proposals and actions that have been endorsed by IDEA with the departmental and Yale leadership. Because the IDEA committee chair is a member of the Yale EPS URGE pod, she is committed to attending all pod meetings and is eager to facilitate meetings between the IDEA committee and URGE pod membership to discuss ideas at any time.

Signed,



Dr. Jennifer Kasbohm
Yale EPS URGE Pod Leader



Professor Maureen Long
Yale EPS IDEA Committee Chair

Pod Members:

Sierra Anseeuw
Brian Beaty
Ruth Blake
Kate Davis
Alexis Denton
Tim Gibson
Jennifer Girard
Ulla Heede
Kelsey Jenkins
Jennifer Kasbohm
Joachim Katchinoff
Jingjun Liu
Maureen Long
Dalton Meyer
Alexie Millikin
Elvira Mulyukova
Tom Reershemius Matras
Lidya Tarhan
Sophie Westacott