

# URGE

## Unlearning Racism in Geoscience

[www.urgeoscience.org](http://www.urgeoscience.org)

### Williams College URGE Agreement

This agreement, between the Williams Geosciences URGE Pod and the President and Dean of Faculty at Williams College, represents one of the deliverables requested of our Pod as part of the URGE program.

We, the undersigned, 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 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 endorse the specific Williams Geosciences' 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 Williams, including methods for growing inclusivity as well as measuring and reporting progress.

We affirm our commitment to these objectives individually, as a pod, and as an organization.

Signature Date

 2/15/21

Phoebe Cohen, Pod Leader

 18 Feb 2021  
Rónadh Cox, Pod Member


 2/16/21  
Lisa Gilbert, Pod Member

 16 Feb 2021

Signature Date

 2/23/21

Maud Mandel, College President

 2/23/21  
Safa Zaki, Dean of Faculty

Pod Member

 2/18/21

<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>

# URGEO

## Unlearning Racism in Geoscience

José A. Constantine, Pod Member

Alex Apotsos, Pod Member



22 Feb 2021

Mea Cook, Pod Member



20 6Feb 2021

Alice Bradley, Pod Member



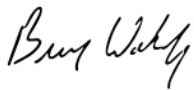
18 Feb 2021

Jason R Racela, Pod Member



20 Feb 2021

Allen Pope, Pod Member



22 Feb 2021

Brad Wakoff, Pod Member



22 Feb 2021

Paul Karabinos, Pod Member