

## UNL Earth and Atmospheric Sciences Pod URGE Pod Agreement for the University of Nebraska–Lincoln

This agreement is between the UNL Earth and Atmospheric Sciences Pod and department leadership at the University of Nebraska–Lincoln. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University of Nebraska–Lincoln leadership:

- Meeting 1: Introduction to URGE and discussion of Pod Goals
  - Date/time: **Thursday, March 4, at 10am**
  - Meeting of pod leader with **Office of Diversity and Inclusion leadership/AVC**
- Meeting 2: Invitation for leadership to attend a regular Pod meeting
  - Date/time: **Friday, Feb. 12 at 12:30pm**  
University leadership to attend: **Dr. Nkenge Friday, AVC for Strategic Initiative**
  - Date/time: **Friday, March 12 at 12:30pm**  
University leadership to attend: **Dean Mark Button**
- Meeting 3: Follow-Up discussion of Pod Proposal and Actions
  - Date/time or TBD: **TBD**  
University leadership to attend: **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 Geoscience<sup>1</sup>.
2. Use the 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 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 the University of Nebraska–Lincoln, 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>Lynne J. Elkins</u>	<u>02-08-2021</u>	<u>Clinton M. Rowe</u>	<u>12 Feb 2021</u>
Pod Leader	Date	EAS Department Chair	Date

Pod Members: Lynne Elkins, Clinton Rowe, Ross Dixon, Erin Haacker, Aryeh Drager, Richard Kettler, Mindi Searls, Cara Burberry, Sherilyn Fritz, Tracy Frank, Katherine Jordan, Devra Hock, Asif Ashraf, Juliet Messer, Jasmin Naher

<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>