

**URGE Agreement**  
**University of San Diego, Environmental and Ocean Sciences**

This agreement is between the USD EOSC URGE Pod and the University of San Diego leadership.

Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - TBD  
Visitor: Member of the Dean's Office
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - 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 and BIPOC people in Geoscience (broadly defined as it aligns with our department of Environmental and Ocean Sciences)
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 committed to our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our department, college, and university.
2. Develop an anti-racism Action Plan with actions specific to issues at our department and the University of San Diego, including methods for measuring and reporting progress.

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

 02/16/2021  
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(Jennifer Prairie, EOSC USD URGE Pod Leader, Date)

 2/12/2021 Dean  
\_\_\_\_\_  
(University of San Diego Leadership, Date, Title)

USD EOSC Pod Members:

Michel Boudrias  
Christian Briseño-Avena  
Sarah Gray

Andrew Nosal  
Drew Talley  
Suzanne Walthers