



BROWN

URGE Pod Agreement for the Department of Earth, Environmental, & Planetary Sciences (DEEPS) at Brown University

This agreement is between Brown DEEPS Pod and Department Leadership at Brown University. 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 – joined pod
 - James Russell (chair) and Christian Huber (director of graduate studies)
- Meeting 2 – Invitation for Leadership to Attend a Regular Pod Meeting – chair and director of graduate studies will take part in some pod meetings. Pod leaders and department leadership will meet for check-ins monthly through the program.
- Meeting 3 – Follow-up Discussion of Pod Proposal and Actions – TBD after program

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, practices, 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 Department of Earth, Environmental, & Planetary Sciences at Brown University including methods for measuring and reporting progress.

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

Brendan A. Anzures (Pod Leader)

James Russell (Department Chair)

Cody D. Schultz (Pod Leader)

Christian Huber (Director of Graduate Studies)

Baylor Fox-Kemper (DIAC committee coordinator)

Pod Members: Evan Bjonnes, Dave Blair, Erin Cunningham, Ingrid Daubar, Karen Fischer, Elizabeth Fisher, Eva Golos, Meredith Hastings, Christopher Horvat, Matt Jones, Ekaterina Lezine, Sarah McGrath, John Mustard, Jared Nirenberg, Meredith Parish, Alyssa Pascuzzo, Wendell Walters

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>