URGE
Unlearning Racism in Geoscience

URGE Pod Agreement for Colgate University

This agreement is between the Colgate-Ithaca College URGE pod and Krista Ingram, Director of the Division of Natural Sciences & Mathematics at Colgate 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 - Feb 26, 2021
  - Krista Ingram, Director of the Division of Natural Sciences & Mathematics, Colgate University
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD (early May)

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[1]
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 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 University/Organization including methods for measuring and reporting progress.

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

Signature	Date	Signature	Date
Paul Harnik	2/12/21	*Krista Ingram*	**2/12/21**
Pod Leader(s)	Date	Uni./Org. Leadership	Date

Pod Members: Paul Harnik, Karen Harpp, Alison Koleszar, Amy Leventer, Joe Levy, Mike Loranty, Chris Sinton, Anna Talucci

[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-racisim-plan-for-the-geosciences