

URGE Pod Agreement for Northwestern's GeoEquity initiative

This agreement is between GeoEquity and departmental leadership at Northwestern University. Additionally, we pledge to invite other Northwestern leadership members to meet with our pod with the intention to cover action plans of meaning to the larger Northwestern Community. Our URGE (www.urgeoscience.org) pod has the following meetings scheduled:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - Jan. 29, 2021
 - Matthew Hurtgen: Earth and Planetary Science Department Chair
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - Feb. 12, 2021
 - Matthew Hurtgen: Earth and Planetary Science Department Chair
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD
 - Matthew Hurtgen: Earth and Planetary Science Department Chair

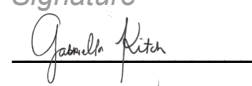
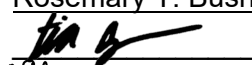
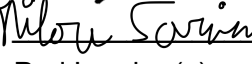
We are committed to URGE's primary objectives:

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 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
2. Build coalitions across departments committed to improving equity at Northwestern
3. Develop an anti-racism Action Plan with actions specific to issues at Northwestern University 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>
	<u>2/3/2021</u>
Rosemary T. Bush	<u>2/2/2021</u>
	<u>2/3/2021</u>
	<u>2/3/2021</u>
Pod Leader (s)	Date

<i>Signature</i>	<i>Date</i>
	<u>2/4/2021</u>
Uni./Org. Leadership	Date

Pod Members: Annie Nelson, Ryan Harp, Laura Larocca, Peter Puleo, Igor Eufrazio, Luca Podrecca, Leah Salditch, Lisa Jene Collins, Mia Tuccillo, Kaća Savatic, Anastasia Montgomery, Maggie Osburn.

¹R. 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>