
URGE Pod Agreement for Georgetown University

This agreement is between the URGE Georgetown Pod and the University Leadership at Georgetown University. Our Unlearning Racism in Geoscience (URGE; www.urgeosience.org) pod has the following meetings scheduled with the Georgetown University Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – 2/24/21
 - Dr. Elena Silva, Vice Dean of Faculty and Diversity and Inclusion
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – 2/24/21
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD
 - We will schedule a follow-up meeting this summer to execute plans.

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 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



9 February 2021

Sarah Johnson
(Pod Leader)

Date

Signature

Date



23/02/21

Elena Silva
(Uni. Leadership)

Date

Pod Members: Sarah Johnson, Julie Bevilacqua, Lu Chou, Angela Chung, Heather Graham, Maeva Millan, Nicole Wagner, Maggie Weng

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>