

URGE

Unlearning Racism in Geoscience

URGE Pod Agreement for Polar Podlet / Lamont-Doherty Earth Observatory

This agreement is between the Polar Podlet and the Department of Marine Geology and Geophysics Leadership at Lamont-Doherty Earth Observatory, Columbia University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the Department of Marine Geology and Geophysics Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - Monday February 15, 2021 at 10:30am (EST)
 - Roger Buck, Associate Director of Marine Geology and Geophysics
 - This meeting is a standard open forum for the MG&G division. As such, this is an open invitation for all interested in the discussion.
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD
 - Ideally this will be a continued effort with proposals/ideas sent to be discussed further with the Board of Associate Directors.

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: from individual research and lab groups, to the institution as a whole.
2. Develop an anti-racism Action Plan with actions specific to issues at the department of Marine Geology and Geophysics, as it exists within Lamont-Doherty Earth Observatory, including methods for measuring and reporting progress.
3. Foster a healthy and respectful environment where continued support, activism, and discussions can extend from the lab group to the institution.

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

Signature

Date

Signature

Date

Caitlin Dick Locke

February 12, 2021

W. Roger Buck

February 11, 2021

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>

Pod Members:

- Robin Bell
- Alexandra Boghosian
- Casey Brayton
- Renata Constantino
- S. Isabel Cordero
- Caitlin Dieck Locke
- Guy Paxman
- David Porter
- Frances Simpson
- Kirsty Tinto