



URGE Pod Agreement for Rutgers Pod

This agreement is between Rutgers Pod and Department and School Leadership, EOAS Leadership, and University Leadership at Rutgers University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University Leadership:

- 1. Introduction to URGE and Discussion of Pod Goals - Introductory email sent week of 8 Feb 2021 to with option for follow up meeting with pod leaders:
 - Department Leadership:
 - Dr. Greg Mountain, Earth & Planetary Sciences
 - Dr. Oscar Schofield, Marine and Coastal Sciences
 - Dr. Julie Lockwood, Ecology & Evolution
 - Dr. Donna Fennell, Environmental Sciences
 - Dr. Tony Broccoli, Atmospheric Sciences
 - Dr. Robin Leichenko, Geography
 - Dr. Alexander Gates, Earth & Environmental Sciences, Newark
 - School/Institutional Leadership:
 - Dr. Robert Kopp, Institute of Earth, Ocean, and Atmospheric Sciences
 - Dr. Evelyn Erenrich, School of Arts and Sciences
 - Dr. Laura Lawson, School of Environmental and Biological Sciences
 - Dr. Peter March, School of Arts and Sciences
 - Dr. Karen Caplan, School of Arts and Sciences, Newark
 - University Leadership:
 - Dr. Prabhas Moghe, Executive Vice President of Academic Affairs
- 2. Invitation for leadership to attend a regular pod meeting - leadership is invited to attend one of the following pod meetings:
 - Week of 22 March: Racism and Accessibility

- Week of 5 April: Racism and Inclusivity
- Week of 3 May: Racism and Accountability
- 3. Follow-Up Discussion of Pod Proposal and Actions - May or June 2021
 - Follow-up meetings post-Spring semester will continue to be organized on a need-to-be basis

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 Rutgers University including methods for measuring and reporting progress.

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



Ashlyn Spector
Pod Leader 7 Feb 2021
Date



Robert Kopp 10 Feb. 2021
EOAS Director Date



Kristen Joyse 7 Feb 2021
Pod Leader Date

Uni./Org. Leadership Date



Lynne Trabachino 8 Feb 2021
Pod Partner Date

Uni./Org. Leadership Date

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Pod Members:

Jackie Watters 02/09/21

Anya Hess 02/09/21

Sam Coakley 02/09/21

Grace Saba 02/09/21

Austin Grubb 02/09/21

Katelyn Frizzell 02/09/21

Karen Bemis 02/09/21

Jessica Valenti 02/09/21

Joe Gradone 02/09/21

Lisa Herbert 02/09/21

Ken Miller 02/09/21

Chen Wang 02/09/21

Lauren N. Adamo 02/09/21

Emily Slesinger 02/09/21

Ashaki Rouff 02/10/21

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>