

URGE

Unlearning Racism in Geoscience



URGE Pod Agreement for UCI Earth System Science Department

This agreement is between UCI ESS Pod and Earth System Science Leadership at University of California, Irvine. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Department and School Leadership will already be attending multiple URGE pod meetings. Prof. Eric Rignot, ESS Department Chair, and Prof. Isabella Velicogna, Associate Dean for Graduate Studies and DEI for the School of Physical Sciences, are active members of our Pod, and therefore we will not be requesting further meetings with additional leadership until the URGE curriculum has concluded.
- Follow-Up Discussion of Pod Proposal and Actions – Late Summer/Fall 2021
 - We will organize a follow-up meeting with our Pod to discuss content and revisions of deliverables.
 - We will meet with the new ESS Department Chair (starting July 2021) to present an overview of our policy suggestions.
 - If deemed necessary, we will request a meeting with the Dean of the School of Physical Sciences (James Bullock) and/or the Vice-Chancellor for Inclusive Excellence (Doug Haynes).

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 BIPOC geoscientists¹
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.

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>



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

2/11/2021

Pod Leader(s)

Date

2/11/2021

Uni./Org. Leadership Date

Pod Members: Andrea Jenney, Ashton Bandy, Carl Norlen, ChiaChun Liang, Elizabeth Patterson, Ellen Druffel, Eric Rignot, Isabella Velicogna, Jinhyuk Kim, Kathleen Johnson, Kevin Wright, Marina Fennell, Mathieu Morlighem, Matthew Laffin, Mike Pritchard, Murat Aydin, Patrick Raftner, Shane Coffield, Shivani Ehrenfeucht, Yue Li