# URGE
## Unlearning Racism in Geoscience

## MINNESOTA STATE UNIVERSITY
### MANKATO

This agreement is between the Midwest Area Pod and the College of Science, Engineering, and Technology at Minnesota State University, Mankato (MSUM). Our Unlearning Racism in Geoscience (URGE; https://urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 5 – Admissions and Hiring Policies (week of March 15 or 22)
  - Dr. Aaron Budge, Dean of College of Science, Engineering, and Technology, MSUM
- Meeting 8 – Asset Map of Resources to Support People of Color (week of April 12 or 19)
  - Dr. Laura Yin, Associate Dean of College of Science, Engineering, and Technology, MSUM

In addition, Drs. Budge and Yin agree to commit to a follow up meeting with the Pod or Pod Leader to discuss the process of implementing these policies in the college.

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 Geoscience[1]
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.

_____  2/5/2021         _____  4 Feb 2021
Pod Leader            Date                Uni./Org. Leadership  Date

Pod Members: Chad Wittkop (lead), Megan Barnett, Suzanne Birner, Beth Fisher, Brittany Hupp, Allison Jones, M. Carol McCartney, Christine Witkowski, Matthew Witte

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[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-racisim-plan-for-the-geosciences