

URGE
Unlearning Racism in Geoscience
Golden State Pod



Deliverable 2: Pod Agreement

Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with our University/Organization Leadership:

- Sarah Benjaram
 - Meeting to introduce URGE and discussion of pod goals - TBD
 - Meeting invitation for an organizational leader to attend a regular pod meeting – TBD
 - Follow-up meeting to discuss pod proposal and actions - TBD
- Dayna Quick
 - Meeting to introduce URGE and discussion of pod goals to Dean of Math and Sciences - TBD
 - Follow-up meeting to discuss pod proposal and actions – TBD
- Elizabeth Ridder
 - Meeting to introduce URGE and discussion of pod goals with Geography Program Co-Coordinator, Environmental Studies Program Director, and GEOG and ENVS faculty on March 5, 2021, 3pm
- Matthew Savoca
 - Meeting to introduce URGE and discussion of pod goals - TBD
 - Meeting invitation for an organizational leader to attend a regular pod meeting – TBD
 - Follow-up meeting to discuss pod proposal and actions - TBD
- Dave Stegman
 - Meeting to introduce URGE and discussion of pod goals - TBD
 - Meeting invitation for an organizational leader to attend a regular pod meeting – TBD
 - Follow-up meeting to discuss pod proposal and actions - TBD
- Dennise Templeton

- Meeting to introduce URGE and discussion of pod goals with a Program Manager and a Group Leader on February 17, 2021 4pm
- Meeting invitation for an organizational leader to attend a regular pod meeting – TBD
- Follow-up meeting to discuss pod proposal and actions - TBD
- Amelia Vankeuren
 - Meeting to introduce URGE and discussion of pod goals with the Geology Department Chair and the College of Natural Sciences and Mathematics Equity and Inclusion Working Group on 2/17
 - Meeting invitation for an organizational leader to attend a regular pod meeting – TBD
 - Follow-up meeting to discuss pod proposal and actions - TBD
- Jessica Williamson
 - Meeting to introduce URGE and discussion of pod goals - TBD
 - Meeting invitation for an organizational leader to attend a regular pod meeting – TBD
 - Follow-up meeting to discuss pod proposal and actions - TBD

The Golden State Pod is 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.

The Golden State Pod is 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 our University/Organization including methods for measuring and reporting progress.

The Golden State Pod is committed to pursuing these objectives individually, as a pod, and as an organization.

 02.15.2021
 Pod POC Signature & Date

Pod Members: Sarah Benjaram, Dayna Quick, Elizabeth Ridder, Matthew Savoca, Dave Stegman, Dennise Templeton, Amelia Vankeuren, Jessica Williamson

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>