

URGE



Unlearning Racism in Geoscience



URGE Pod Agreement for CSU, Chico Geoscience

This agreement is between the Chico Geosciences URGE Pod and the Department of Geological & Environmental Sciences at CSU, Chico. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the Department Chair, Todd Greene:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals, with Todd Greene and a brief overview at an upcoming department meeting, TBD.
- Meeting 2 - Invitation to Todd to attend a regular pod meeting - Monday Feb 15 or March 1 (3-4pm)
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - at a department meeting towards the end of the URGE program to share outcomes and our action plan

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 in our personal and professional practices (teaching and research activities) and in our department and institution.
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.

Signature
Rachel Teasdale 2/7/2021

Hannah 2/3/2021

Sandrine Matiassek 2/3/2021

Chico Geoscience Date
Pod Members

Signature *Date*
Todd Greene 2/5/2021

Todd Greene, Date
Chair, Department of Geological &
Environmental Sciences

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>