

URGE

Unlearning Racism in Geoscience



COLORADO STATE
UNIVERSITY

URGE Pod Agreement for Colorado State University Geosciences

This agreement is between CSU Geosciences URGE Pod and Warner College and Department of Geosciences leadership at Colorado State University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – March 26, 2021, 12-1 pm
 - Dr. Rick Aster – Department Head, Geosciences
 - Dr. Rickey Frierson – Director of Diversity & Inclusion, Warner College of Natural Resources
- Meeting 2 - Follow-Up Discussion of Pod Proposal and Actions - TBD

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 the CSU Geosciences Dept.
2. Develop an anti-racism Action Plan with actions specific to issues in the CSU Geosciences Dept. including methods for measuring and reporting progress.

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

Signature

Date

Signature

Date

Pod Leader(s)

2/11/21
Date

Uni./Org. Leadership Date

Pod Members: Sean Bryan, Kristen Cognac, John Kemper, Erinn Johnson, Juli Scamardo, Siânin Spaur

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>