

URGE

Unlearning Racism in Geoscience

URGE Pod Agreement for Dartmouth Earth Sciences

This agreement is between Dartmouth Earth Sciences Pod and the Chair of the Earth Sciences Department at Dartmouth College. 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 - Date/Time TBD
 - This meeting will take place as part of a faculty meeting
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - Date/Time TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - Date/Time TBD

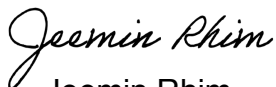
We are committed to URGE's primary objectives:

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 our organization
2. Continue the discussions beyond the URGE curriculum and promote department climate where these open and respectful conversations are encouraged and practiced regularly
3. 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.



Jeemin Rhim

Pod Leader(s)

Feb 10th, 2021

Date



Robert L. Hawley

Uni./Org. Leadership

11 Feb 2021

Date

Pod Members: James Busch, Beverly Chiu, Evan Dethier, Jordan Fields, Katie Gregoire, Carrie Harris, Wil Leavitt, Akshay Mehra, Bailey Nordin, Marisa Palucis, Alison Piasecki, Jeemin Rhim, Shannon Sartain, Justin Strauss and Tianran Zhang

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>