

# URGE

## Unlearning Racism in Geoscience



### URGE Pod Agreement for University/Organization - Example Deliverable

This agreement is between BU E&E and E&E Diversity, Equity, and Inclusion Committee at Boston University. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the DEI committee and will invite Mike Dietze, the DEI chair, to a regular pod meeting:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – 2/1/21 2:30 – 3:30
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- Meeting 3 - 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 Geoscience<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>
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. Enhancing and creating educational resources for the DEI area of the E&E website.
2. Developing an educational session on anti-racism to be used as a department-wide welcome/learning event.

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

*Signature* \_\_\_\_\_ *Date* \_\_\_\_\_  
*Alia Al-Haj* 1/31/21  
 Pod Leader(s) Date

*Signature* \_\_\_\_\_ *Date* \_\_\_\_\_  
 2021-02-09  
 Uni./Org. Leadership Date

Pod Members:

Nia Bartolucci	1.29.21	Keeley Bombard	2.02.21
Radost Stanimirova	1.29.21	Claudia Mazur	2.04.21
Evan Kuras	2.02.21	Luca Morreale	2.04.21
Leticia Lee	2.02.21		
Wally Fulweiler	2.02.21		
Joy Winbourne	2.02.21		
Sarah Garvey	2.03.21		
Ana Reboredo Segovia	2.03.21		

<sup>1</sup> R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

<sup>2</sup> <https://notimeforsilence.org/>

<sup>3</sup> <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racisim-plan-for-the-geosciences>