

## URGE Pod Agreement for Amherst College

This agreement is between the AC Mammoths URGE Pod and Catherine Epstein, Dean and Provost at Amherst College. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - **Wednesday, February 17, 4:00-4:30**
  - Catherine Epstein, Dean and Provost
  - David Jones, pod leader
  - Victor Guevara, pod member
  - Tekla Harms, pod member
  
- Meeting 2 - A regular pod meeting, with the topic “Racism and Self Care” - **Friday, April 23, 2:00-3:00**
  - Catherine Epstein, Dean and Provost
  - All AC Mammoths pod members
  
- Meeting 3 - Discussion of Work Accomplished by Pod and Next Steps - **Wednesday, June 2, 2:00-3:00**
  - Catherine Epstein, Dean and Provost
  - David Jones, pod leader
  - Rachel Bernard, pod member
  - Nick Holschuh, pod member
  - Anna Martini, pod member and Geology Department Chair

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.

Furthermore, we are committed to our pod’s objectives:

1. Discuss and assess the racial justice, equity, diversity, and inclusivity (the “JEDI” ideals) of our department.
2. Engaging deeply with scholarship on these issues, guided by the expertise shared through the URGE curriculum.

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<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-racism-plan-for-the-geosciences>

3. Develop a departmental anti-racism Action Plan with actions specific to issues at Amherst, responsive to the Amherst College Anti-Racism Plan, including methods for measuring and reporting progress.
4. Improve our teaching by learning and embedding anti-racist strategies in our pedagogy.
5. Enhance our capacity to connect with our students, who also care deeply about and are directly affected by the JEDI issues and policies at the heart of the URGE program.

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

*Signature*

*Date*

*Signature*

*Date*



Feb 16, 2020

Pod Leader

Date



March 30, 2021

Dean and Provost

Date

**Pod Members:** Rachel Bernard, Jack Cheney, Tekla Harms, Nick Holschuh, David Jones, Anna Martini, Victor Guevara