

URGE

Unlearning Racism in Geoscience

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CSUN

URGE Pod Agreement for University/Organization

This agreement is between the CSUN Bio & Geosciences URGE Pod and the University leadership at California State University Northridge. The Unlearning Racism in Geoscience organization (URGE; <http://www.urgeoscience.org/>) is an outreach initiative that is funded by National Science Foundation grant EAR#1714909 and Woods Hole Oceanographic Institution. Our pod has the following meetings scheduled with our University/Organization Leadership:

- **Meeting** - Introduction to URGE and Discussion of Pod Goals – February 9, 2021
 - (URGE pod leader and Faculty Equity Advocate Miranda, AVP of Faculty Affairs Diane Guido, Chief Diversity Officer Natalie Mason-Kinsey, and Faculty Equity Advocate Sylvia Macauley)
- **Meetings during curriculum** – We will engage in consultations and collaborations with a number of University groups and offices as we produce the deliverables (see schedule of deliverables below)
- **Meeting** - Follow-Up Discussion of Pod Proposal and Actions with AVP of Faculty Affairs Diane Guido, Chief Diversity Officer Natalie Mason-Kinsey, and Faculty Equity Advocate Sylvia Macauley– May 2021
 - Discuss a plan to share deliverables and outcomes with Provost Mary Beth Walker
 - Revise this leadership agreement to incorporate signatures of leadership deemed appropriate in consideration of the content and focus of the deliverables.
 - Schedule additional meetings to execute plans at organization

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 and Biological Sciences
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 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>



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1. Discuss and assess the racial justice, equity, and inclusivity of the Department of Geological Sciences, the Department of Biology, and the College of Science and Mathematics.
2. Develop an anti-racism Action Plan with actions specific to issues at University/Organization including methods for measuring and reporting progress.

We will produce these deliverables for the URGE curriculum and consult/meet with the following University leaders and offices:

1. (Feb. 12) Preliminary Leadership Agreement about URGE Goals and plans for collaboration/consultation with appropriate University offices and groups.
2. (Feb. 12) Create Policy for Dealing with Complaints in Research Groups, Departments, and within the College of Science and Math – *planned consultations with the Office of Student Affairs, the Title IX office, Associate Deans or Dean of College of Science and Math.*
3. (Feb. 26) Statistical Analysis of Geology and Biology Programs and their History: hiring, admissions, leadership, and awards – *planned use of IR Dashboards and consultation with Janet Oh in Institutional Research*
4. (Feb. 26) [Racial Justice Assessment](#) of Institution by Pod – *will seek consultation with the Faculty Senate Educational Equality Committee (EEC), or other groups if needed*
5. (Mar. 12) Policies for Working with Communities of Color
6. (Mar. 26) Admissions and Hiring Policies – *will seek consultation with Departments' Equity and Diversity Committees and Graduate Admissions Committees; may include consultation with AVP of Graduate Studies Amy Levin*
7. (Apr. 9) Lab and Field Code of Conduct – *will seek consultation with Risk Management, and with programs that place students in off-campus, field instruction training positions, e.g., College of Education, Dept. of Nursing, Dept. of Social Work Chair Jodi Brown, and CSUN Outdoor Adventures*
8. (Apr. 23) Asset Map of Resources to Support People of Color – *consultation with CSUN Commission on Diversity; an asset map is available on their website*
9. (May 7) Policy Booklet with Summary; Revised Leadership Agreement

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

Signature  Date
Pod Leader(s) _____ 2-12-21
Date

Signature _____ Date
Uni./Org. Leadership _____
Date

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Pod Members: Prof. Elena Miranda, Prof. Kerry Nickols, Prof. and Department Chair of Geology Richard Heermance, Prof. Eileen Evans, Prof. Joshua Schwartz, Ms. Amanda Chiachi, Ms. Kiran Reed, Prof. Priya Gangulli, Prof. Casey terHorst, Mr. Jonathan Corpeno, and Ms. Priscilla Martinez