

URGE Pod Agreement for CU Boulder grad/undergrad students pod

This agreement is between the CU Boulder grad/undergrad students pod and leadership within the departments of Environmental Studies, Ecology and Evolutionary Biology, Atmospheric and Oceanic Sciences and the Institute of Alpine and Arctic Research at CU Boulder. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Max Boykoff, Chair of Environmental Studies
 - Date: Friday, Mar. 19
- Valerie McKenzie, Professor in Ecology and Evolutionary Biology
 - Date: still scheduling
- Jeffrey Weiss, Chair of Atmospheric and Oceanographic Sciences
 - Date: Thurs., Feb. 25
- Merritt Turetsky, Director of the Institute of Alpine and Arctic Research
 - Date: still scheduling

During these meetings, we hope to better understand cross-unit work that is already occurring and identify areas for improvement. In each meeting, we plan to provide a brief overview of URGE to the leadership and then ask a consistent set of questions about engagement and commitment to antiracism within each unit and across the campus community.

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. Develop an anti-racism Action Plan with actions specific to issues at the University of Colorado Boulder including methods for measuring and reporting progress.

¹R. 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>

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

Hannah Miller, 2/19/21 (Pod Leader)

Pod Members, 2/19/21:

Jessica Rush

Will Cox

Molly Huber

Anna Hermes

Michelle Leung

Laura Rea

Jonah Shaw

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