



**URGE Pod Agreement for the Distributed Midwest Pod – representing multiple schools/institutions**

This agreement is between **Distributed Midwest** and Macalester College, USU, NDSU, IU, Missouri, UMN. 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 - Date/Time
  - (list names and titles of Uni./Org. Leadership who will attend meetings)
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - Date/Time or TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - Date/Time or TBD
  - Schedule additional meetings here to execute plans at organization

*As our pod is made up of different institutions, it does not have a centralized leadership to meet with.*

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. 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 Individual institutions including methods for measuring and reporting progress.

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

*Mary Heskell*

*2/1/21*

*Signature \_\_\_\_\_ Date*

\_\_\_\_\_  
Pod Leader(s)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Uni./Org. Leadership Date

Pod Members: O'Connell, Christine, McGregor, Kelly; Curry-Rogers, Kristi; Doane, Tyler, Lundgren, Lisa; Tackett, Lydia; Stuart M. Kenderes; Brenda Postells

<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>