
URGE Pod Agreement for Code 690

This agreement is between DMV Planet Pod and Code 690 Leadership at Goddard Spaceflight Center. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – End of February
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – End of March
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – End of April

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.

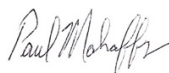
We are committed to our pod's objective:

Our pod comes together with the goal of creating a more equitable welcoming workplace by assessing the current state of racial justice within our code and developing a plan of action to improve the work environment.

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



1/22/2021



1/22/2021

Pod Leader(s)

Date

Uni./Org. Leadership Date

Pod Members: Sarah Valencia, Caela Barry, Luoth Chou, Barbara Cohen, Jacob Richardson, Beck Strauss, and Monica Vidaurri

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>