

URGE

Unlearning Racism in Geoscience



This agreement is between the URGE at UNM group and the Chair of the Department of Earth and Planetary Sciences at the University of New Mexico (UNM). Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University and Departmental Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals –
 - February 2021

- Meeting 2 - Invitation for leadership to attend a regular pod meeting –
 - Plan to invite EPS Dept Chair, Peter Fawcett to a UNM Pod meeting in February 2021
 - Plan to reach out to Dr. Assata Zerai VP of the Division of Equity and Inclusion at UNM to join a UNM Pod meeting by April 2021

- Meeting X - Follow-Up Discussion of Pod Proposal and Actions –
 - Plan to follow-up with EPS Dept Chair, Peter Fawcett by May 2021
 - Additional meetings to support execution of plans will be scheduled as needed

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 within the Department of Earth and Planetary Sciences at UNM including methods for measuring and reporting progress.

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

Signature

Date

Signature

Date

Lindsay Worthington __01/29/2021__

__Peter Fawcett 02/12/2021__

Corinne Myers ___01/29/2021___ ___Dept Chair___ _____

Pod Leader(s) Date Uni./Org. Leadership Date

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>

Pod Members:

Ruijia Wang (Post Doctoral Researcher) - I concur
Laura Crossey (Professor) I concur
Brandon Schmandt (Associate Professor)
Gary Weissmann (Professor) - I concur
Tony Gargano (Graduate Student) - I concur
Emma Elliott Smith (Post Doctoral Researcher) - I concur
Sebastian Los (Graduate Student)
Eric Lindsey (Assistant Professor) - I concur
Aria Holmes (Graduate Student)
Justin Wilgus (Graduate Student)
Aurora Pun (Principal Lecturer)
Brionna O'Connor (Graduate Student) I concur
Olumide Adedeji (Graduate Student)

Jason Moore (Associate Professor) - I concur

Tyler Mackey (Assistant Professor) - I concur

