

URGE Mountaineer's Pod -- Agreement with G&G Chair

Goals:

- Assist and support the Chair and Department, and new DEI committee, in advancing DEI.
- Consult on the formation and direction of a new DEI committee, including:
 - Service on the DEI committee is recognized as such for service-load distribution and annual evaluation by the FEC.
 - That a new DEI committee includes undergraduate and graduate student representatives.
 - That a new DEI committee has an established umbrella-role with G&G, with a proactive role and voice in Dept. hiring processes, student recruitment, and faculty and student welfare.
 - A new DEI committee develops and formalizes DEI assessment criteria for new faculty hires.
- Recognition that faculty and Dept. policies cannot not be the only avenues for improving DEI in G&G, and that engaging with undergraduates and postgraduates is essential. For example:
 - Restructuring of the current student clubs under a single 'GEO-Club' and encouraging and supporting club activities that are inclusive and not elitist or exclusive.
 - Recognition and possibly a small stipend for the Club officers.
 - Allocation of physical space for a student common area in Brooks Hall, for example a significant part of the 3rd floor atrium opposite the CRC and lab 305.
 - A formal peer-mentoring program for new G&G students. Senior peers earn credit for being a mentor.
- An opportunity to present a summary of our participation in URGE at a Department meeting.