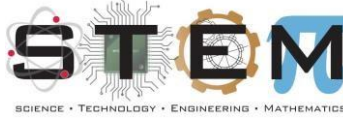


URGE

Unlearning Racism in Geoscience



URGE Pod Agreement for Einstein Pod and YES Program

This agreement is between the Einstein Pod and Youth and Education in Science Leadership at USGS, with the understanding that our pod is unaffiliated. 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 – 1/29/2021
 - Dr. Eleanour Snow, Youth and Education in Science Program Manager
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – 2/12/2021 ●
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – 2/26/2021

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 antiracist 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 University/Organization including methods for measuring and reporting progress.

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

	2/10/2021		2/12/2021
Pod Leader(s)	Date	Uni./Org. Leadership	Date

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>

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