

ESRC-OPAL-SSC URGE Agreement

This document outlines an agreement between the members of the Earth Systems Research Center (ESRC), Ocean Process Analysis Lab (OPAL) and Space Science Center (SSC) URGE pod, and the Director of Institute for the Study of Earth, Oceans, and Space (EOS) to develop and implement goals for improving diversity, equity, and inclusivity within our research centers. This agreement is the first step in a series of activities we are undertaking as part of our participation in the Unlearning Racism in Geoscience (URGE) curriculum. Information about the URGE initiative can be found here: <https://urgeoscience.org/>

Members of the ESRC-OPAL Diversity, Equity, and Inclusion (DEI) Committee have joined with a group of graduate students and faculty from the Space Science Center (SSC) to form an URGE Pod with the goals of 1) contributing to university-wide DEI initiatives, 2) responding to anti-racism calls to actions from the geosciences, and 3) increasing DEI within ESRC-OPAL-SSC research endeavors. Current ESRC-OPAL-SSC URGE Pod members are Alix Contosta, Kathy Duderstadt, Danielle Grogan, Natalie Kashi, Amy Keese, Lara Munro, Jessica Scheick, Scott Ollinger, Kai Ziervogel, and Shan Zuidema.

We **invite the Director of EOS, Dr. Harlan Spence**, to attend at least one Pod meeting as we **engage with the URGE curriculum** and at least one follow-up meeting once the series concludes in May 2021.

This agreement confirms that the ESRC-OPAL-SSC URGE Pod will meet with EOS Director Harlan Spence to discuss our DEI goals in order to commit to actions and changes that can be achieved within our respective research centers and within the institute as a whole. Such actions include:

1. ***Supportive Climate***: Identify strategies (including protocols, educational resources, and codes of conduct) to make ESRC, OPAL, SSC and all of EOS a more inclusive and welcoming community.
2. ***Anti-Racist Research Labs***: Adopt principles for building anti-racist research labs.
3. ***Broadening Participation***: Pursue a variety of actions aimed at broadening participation in the geosciences, within our research centers and more broadly across the profession.
4. ***Environmental Justice***: Pursue societally-driven research in collaboration with underrepresented communities to address issues of environmental justice and equity.

Because our research centers are reliant on external sources of support, realizing these goals will require us to embrace DEI activities as part of our scholarship and to seek partnerships with other institutions and other units within UNH. A commitment from the EOS Director's office to help us refine these goals and identify opportunities that help us achieve them would be extremely valuable.

The members of the ESRC-OPAL-SSC URGE Pod and the Director of EOS named below have entered into this agreement.

Alix Contosta
Katharine Duderstadt
Danielle Grogan
Natalie Kashi
Amy Keesee
Lara Munro
Scott Ollinger
Jessica Scheick
Kai Ziervogel
Shan Zuidema

The Director of EOS named below acknowledges support of the activities of this URGE Pod.

Harlan Spence