



Deliverable: FAU Palaeo Pod Agreement

This agreement is between the FAU Palaeo Pod and the Section Palaeontology at the Friedrich-Alexander University Erlangen-Nürnberg. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the Section of Palaeontology and GeoZentrum Nordbayern Leadership:

- Meeting 1: Introduction to URGE and Discussion of Pod Goals. February 9, 2021.
The meeting was between the following people:
 - Professor Dr. Wolfgang Kiessling, Chair of Section Palaeontology and Speaker of the GeoZentrum Nordbayern Board
 - Professor Dr. Rachel Warnock, Faculty, Section Palaeontology
 - Dr. Jansen Smith, Postdoctoral Researcher, Pod leader
 - Dr. Theresa Nohl, Postdoctoral Researcher
 - Tasnuva Ming Khan, Masters student, Student representative.
- Meeting 2: Invitation for leadership to attend a pod meeting. Date/Time TBD. We will invite Professor Dr. Wolfgang Kiessling to attend a regular session.
 - Proposed Session: Statistical Analyses of Program and Its History [tentative]
- Meeting 3: Follow-Up Discussion of Pod Proposal and Actions - TBD

We are committed to URGE's primary objectives:

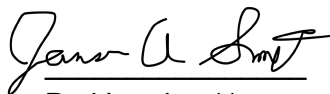
1. Deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience.
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies.
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

We are committed to the best of our abilities 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 the Section Palaeontology and GeoZentrum Nordbayern, including methods for measuring and reporting progress and steps for expanding this initiative to the broader Natural Sciences and University levels.
3. Identify areas where international students face challenges regarding course policies, university administration, and student activities due to physical separation of department buildings, language barriers, and other factors.
4. Formalize student and faculty commitment to Justice, Equity, Diversity, and Inclusion initiatives by offering coursework. This ensures our accountability in the long term and is a means to begin offering more formal recognition for the work being done.

5. Bridge the gap between the Section of Palaeontology (English speaking) and the rest of GeoZentrum Nordbayern (primarily German speaking).
6. Develop a plan of action to facilitate communication between underrepresented groups and department management (e.g., establish an advisor to the board).

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



Pod Leaders() Date



Leadership Date

Pod Members: [Please add your name, after you have read the agreement, in alphabetical order by last name]

Kenneth De Baets
Johannes Eichel
Monica Alejandra Gómez Correa
Tasnuva Ming Khan
Theresa Nohl
Jansen Smith
Nussaïbah Raja-Schoob
Danijela Dimitrijević
Adam Kocsis
Rachel Warnock