

# URGE

## Unlearning Racism in Geoscience



FLORIDA STATE UNIVERSITY

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### URGE Pod Agreement for FSU

This agreement is between FSU Earth, Ocean and Atmospheric Sciences URGE Pod and [Uni./Org. Leadership] at the Department of Earth, Ocean and Atmospheric Sciences at FSU. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – 10 February, DEI Committee Meeting
  - Kellerman, Biede, and Sparrow from URGE group are members of the EOAS DEI committee and presented information on URGE at regularly scheduled meeting
  - Knapp (chair of DEI committee) and Salters (head of department) were present
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – Racism and Accountability week – First week of May
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD – end of summer after plans have been revised

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<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>
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 FSU EOAS including methods for measuring and reporting progress.

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<sup>1</sup> R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

<sup>2</sup> <https://notimeforsilence.org/>

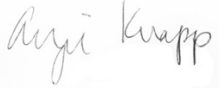
<sup>3</sup> <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>

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



February 18, 2021

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Pod Leader(s)



February 18, 2021

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Chair, FSU EOAS  
DEI Committee

Pod Members: FSU affiliated: Anne Kellerman, Virginia Biede, Kelly Graham, Jon Hawkings, Amy Holt, Katy Sparrow, Megan Behnke, Sommer Starr, Derrick Vaughn, Non-FSU members: KC Cushman, Sarah Ellen Johnston