



2050 Beard Eaves Coliseum | Auburn, AL 36849
Geology: 332-844-4282
Geography: 334-844-4074
Fax: 334-844-4295
auburn.edu/cosam

DEPARTMENT OF GEOSCIENCES

URGE Pod Agreement on behalf of GeoFIDE at Auburn University

March 1, 2021

Dear Ming-Kuo,

As you may know, several members of our department and college are participating in a project called Unlearning Racism in Geosciences (URGE) which is supported by the National Science Foundation and by Woods Hole Oceanographic Institution. Our pod is essentially a book club for read peer-reviewed journal articles with a curated curriculum focused on antiracism in the Geosciences. This project has eight sessions and each one consists of two weeks. The first week is dedicated to the independent reading of the session's papers, and the Monday of the second week is a live interview with the authors of those papers and other experts in the field.

Our Pod, called GeoFIDE, meets each Friday after the live interview to discuss the material presented and to complete a set of Deliverables required for each session. The Deliverables, like homework, serve to underscore the main themes of the session and promote critical thinking and actionable change. Our first Pod Deliverable is the submission of this "Agreement" between our Pod and our department's leadership. In this agreement, we would like to invite you to participate in a regular pod meeting and a follow-up meeting toward the end of the semester, to present our deliverables and discuss our action items.

Our next Pod meeting is scheduled for March 12, 2021 from 3:30 to 5:00pm. We meet every two weeks. In an effort to complete our Agreement Deliverable, please indicate which two meetings you are able to attend. We thank you for your time and interest in this initiative and we look forward to seeing you soon.

1) Meeting 1 - Regular Pod Meeting

Date: March 26, 2021

Time: 3:30 to 5:00pm

2) Meeting 2 - Follow-Up Discussion of Pod Proposal and Actions

Date: April 9, 2021

Time: 3:30 to 5:00pm

In accordance with URGE, our Pod GeoFIDE, is committed to the primary objectives:

1. Ensure the integration and longevity URGE objectives a normative part of our department along with active participation of senior faculty and incoming graduate students
2. Regularly meet, discuss, and assess issues of racial justice, equity, and inclusivity of our organization and integrate these themes into our curriculums
3. Deepen our community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geosciences
4. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies
5. Share, discuss, and modify anti-racist policies and strategies within the department
6. Establish methods for measuring and reporting progress/failures/outcomes

Pod Leader Signature/Date *James Wilson*

2/26/2021

Leadership Signature/Date *Ming-kuo Lee*

3/1/2021