

# URGE

## Unlearning Racism in Geoscience



This agreement is between the GSA staff *Unlearning Racism in Geoscience* (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod and the GSA Executive Director. The GSA staff URGE pod has scheduled the following meetings with the GSA Executive Director:

- Meeting 1 – Pod members will host this meeting for GSA Executive Director Vicki McConnell to provide an introduction to URGE and have a discussion of pod goals – 22 February 2021.
- Meeting 2 – Pod members attend GSA Director Meeting to brief Directors and Executive Director on pod goals and progress – 10 March 2021.
- Meeting 3 – Invitation for GSA leadership to attend a regular pod meeting at 1 – 2:30 p.m. (Mountain) on any one of the following dates: March 11, March 25, April 8, or April 22.
- Meeting 4 – Follow-up discussion of pod proposal and actions – 27 May 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 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. Take an active role in sharing the resources, tools, and discussion from pod activities with GSA staff to help deepen our organizational knowledge about the effects of racism on the participation and retention of black, indigenous, and people of color (BIPOC) in the geosciences.
2. Discuss and assess the diversity, equity, and inclusion (DEI) efforts of all teams and functions based at GSA Headquarters (GSA HQ) with a special focus on identifying areas where staff can take action to work against the effects of racism and support the participation and retention of BIPOC in the geosciences.
3. Promote a culture of DEI at GSA HQ and empower GSA staff to integrate DEI as an important part of our individual and collaborative work—with the ultimate goal of making GSA a leader in this space.
4. Develop a set of recommendations for GSA's Executive Director to promote ongoing improvements with respect to DEI at GSA, e.g., methods for measuring and reporting progress and staff engagement.

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

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Pod Leader(s)

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Organization Leadership

11 FEB 2021  
\_\_\_\_\_  
Date

<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>.

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Pod Members: Tahlia Bear, Matt Dawson, Lesley Petrie, Jon Raessler, Justin Samuel, Nan Stout

- <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/>.
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