

# URGE

## Unlearning Racism in Geoscience



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### URGE Pod Agreement for GOEOE of UofSC

This agreement is between URGE of GOEOE and Michael Bizimis at University of South Carolina. 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 - 2/26 at 10:00am
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD
  - Schedule additional meetings here to execute plans at organization

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>23</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 GOEOE and the graduate experience within SEOE.
2. Develop an active graduate student recruitment plan that sends materials to minority undergraduate programs.
3. Create recruitment materials for undergrad in SEOE classes that can give them better ideas of what a career in a related field would look like.
4. Reject colorblindness within recruitment strategies.
5. Identify how to create and implement an effective survey tool to study how the current environment in our department affects underrepresented groups, in an attempt to identify changes that would create a more inclusive and just environment.
6. Introduce the department's acknowledgement of racism in the field at orientation.

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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.

*Teresa Norman*  
Pod Leader

2/11/2021  
Date

*Michael Bizimis*  
Uni./Org. Leadership

2/12/2021  
Date

**Pod Members:**

*Aaron Mau*  
*Blake Stubbins*  
*Sarah Hall*  
*Emily Eley*  
*Isaac Keohane*  
*Douglas Cahl*  
*Holly Westbrook*  
*Mary Hannah Lindsay*  
*Brittany DeArmitt*  
*Ryan Waldman*  
*Nandana Goswami*