

# URGE

## Unlearning Racism in Geoscience



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### URGE Pod Agreement for Grand Valley State University, Grand Rapids Community College, and Muskegon Community College

This agreement is between Grand Rapids GeoPOD and a selection of department heads, deans, diversity officers from each of our organizations (Grand Valley State University, Grand Rapids Community College, and Muskegon Community College). We have reached out and are still working on establishing a meeting and commitment with these leaders. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following plan for working with GVSU, MCC, and GRCC Leadership:

- Introduction to URGE and Pod Goals via email
  - Figen Mekik – GVSU Geology Department Head
  - Jennifer Drake – GVSU Dean of College of Liberal Arts and Sciences
  - Jesse Bernal – GVSU VP for Division of Inclusion and Equity
  - William Washington - GVSU TRIO Director
  - Susan Mendoza – GVSU – Office of Undergraduate Research
  - John Selmon - MCC - Provost and Executive Vice President
  - Kelley Conrad - MCC - Vice President of Academic Affairs
  - Kristine Anderson - MCC - Executive Director of Human Resources
  - Jon Truax - MCC - Math and Physical Sciences Department Chair
  - Amy Kudrna-GRCC-Physical Science Department Head
  - Dr. B. Afeni McNeely Cobham-GRCC- Chief Equity and Inclusion Officer and Executive Director Woodrick Center for Equity and Inclusion
  - Dr. Brian Knetl-GRCC-Provost and Executive Vice President
  - Dr. Michael Vargo-GRCC-Dean of the School of Arts and Sciences
  
- Meeting 1 - Invitation for leadership to attend a regular pod meeting – TBD/Fall 2021 (invitation to participate and scheduling upon response to email above)
- Meeting 2 - Follow-Up Discussion of Pod Proposal and Actions - TBD/Fall 2021 (invitation to participate and scheduling upon response to Meeting 1 above)

<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>

# URGEO

## Unlearning Racism in Geoscience

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.

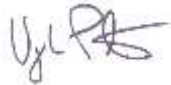
We are committed to our pod's objectives:

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 University/Organization including methods for measuring and reporting progress.

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

*Signature*

*Date*



2/12/21

Pod Leader(s)

Date

*Signature*

*Date*

*Awaiting commitments from leadership*

Uni./Org. Leadership Date

### Pod Members:

Caitlin Callahan – Grand Valley State University  
 Amber Kumpf – Muskegon Community College  
 Steve Mattox - Grand Valley State University  
 Tari Mattox – Grand Rapids Community College  
 Ginny Peterson - Grand Valley State University

