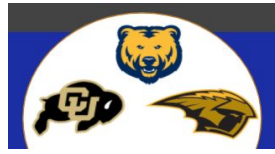


URGEO

Unlearning Racism in Geoscience



URGE Pod Signature Page for the GSL Research Team

This agreement is between the leadership and members of the Geology Success Lessons (**GSL Research Team**). Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has outlined some possible times for justice, equity, diversity, and inclusion (JEDI) leadership from some of our communities to visit the pod meetings and participate in discussions. The invitees are still being discussed but we plan for up to three visitors to help us work toward our objectives. The information below is tentative:

- Meeting 1 -Date: TBD Wednesday 3:00-4:00 MST
 - Diversity officer from University of Northern Colorado
- Meeting 2 - Date: TBD Wednesday 3:00-4:00 MST
 - Director of Women's Center, University of Wisconsin Oshkosh
- Meeting 3 - Date: TBD Wednesday 3:00-4:00 MST
 - Representatives from CU Boulder and the University of Northern Colorado

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 Geoscience¹
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies^{2,3}
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

We are committed to the following objectives:

- Identify how racial justice, equity, and inclusivity have been and are elements of education and psychological research (e.g., what are the ways in which racism has played a role in research participant sampling).
- Identify how racial justice, equity, and inclusivity have been and are elements of classroom teaching.
- Identify how racial justice, equity, and inclusivity have been and are elements of how research teams form and operate.
- Evaluate racial justice, equity, and inclusivity in education and psychological research to disrupt systems of racism (e.g., theoretical lens, sampling).
- Develop a plan to incorporate racial justice, equity, and inclusivity constructs into our future Geology Success Lessons and associated resources.
- Commit to incorporating antiracist and inclusive hiring and teamwork practices.

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

Signature

Date



2/26/2021

Dina London

Pod Leader(s)

Date

Pod Members: Dina London, Julie Sexton, Molly Jameson, Jen Wenner

¹ R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018). ² <https://notimeforsilence.org/>

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