URGE
Unlearning Racism in Geoscience

URGE Pod Agreement for University/Organization - Example Deliverable

This agreement is between [Insert Pod Name] and [Uni./Org. Leadership] at [Organization]. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - Date/Time
    - (list names and titles of Uni./Org. Leadership who will attend meetings)
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - Date/Time or TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - Date/Time or 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[1]
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 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.

B. E. Elnaggar	Date 2/11/2020		Date 2/11/2020
Pod Leader(s)	Date	Uni./Org. Leadership	Date

Pod Members: FirstName LastName, FirstName LastName, etc.

Belal Elnaggar (Pod Lead), Jennifer Glass (Dept. Leadership), Joyce Sim, Kim Cobb, Greg Huey (Dept. Chair), Drake Lee-Patterson, Karl Lang, Chase Chivers, Winnie Chu, Devon Cole, Zak Handlos, Justin Lawrence, Jenny McGuire, Manlin Xu, Danny Hardawar, Selena Perrin, Daniela Estrada, Akhil Chavan

[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-racisim-plan-for-the-geosciences