

URGE

Unlearning Racism in Geoscience

Session 1: Racism and Definitions Deliverable: Pod Agreement with Leadership¹ Harvard EPS/ESE² URGE Pod

This agreement is between the Harvard EPS/ESE URGE Pod and the Harvard EPS department diversity, inclusion, and belonging (DIB) leadership. Our Unlearning Racism in Geoscience (URGE) pod (previously the Anti-Racist Reading Group) has the following meetings scheduled with our departmental DIB leadership:

- **Meeting 1:** Invitation for leadership to attend a regular pod meeting, which occurs every other Thursday from 4-5 PM ET. We suggest the meeting on Racism and Accessibility (March 18, 2021 at 4 PM ET). At that meeting, we will discuss the preparation of a document on departmental admissions and hiring policies. (The full URGE schedule is [here](#).)
- **Meeting 2:** Follow-Up discussion of proposed actions and next steps. We will schedule this meeting at a later date.

We, the URGE pod and the departmental DIB leadership, 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 Geoscience³
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies^{4,5}
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

We are also 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 Harvard EPS/ESE including methods for measuring and reporting progress as directed by URGE curriculum
3. Work with the EPS departmental DIB leadership after the conclusion of the URGE program to revise, improve, and implement changes proposed by the above anti-racism action plan.

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

Leadership e-signatures



Ann Pearson, EPS Department Chair

Esther James, EPS-ESE DIB Co-chair

Pod e-signatures

Camille Hankel

Kara Hartig

Kaitlyn Loftus, EPS graduate student

Hannah Nesser, ESE graduate student

Haley Olson, EPS graduate student

Sam Phelps, EPS Postdoc

Elle Weeks

Aleyda M Treviño, EPS graduate student

¹ Based on URGE [example deliverable](#)

² Earth and Planetary Sciences (EPS) / Environmental Science and Engineering (ESE)

³ R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

⁴ <https://notimeforsilence.org/>

⁵ <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>