



University of Maryland
CENTER FOR ENVIRONMENTAL SCIENCE
HORN POINT LABORATORY



URGE Pod Agreement for UMCES/HPL.

This agreement is between HPL Urge Pod and the HPL Director, Mike Roman at UMCES.

Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has collaborated with the leadership to schedule the following meetings:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – Feb 10-15, 2021
- Meeting 2 - Invitation for leadership to attend at least one, and as many as desired regular pod meetings – alternating Tuesdays at 3pm beginning Feb 16, 2021. Accepted.
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – TBD following completion of the URGE program on May 7, 2021, Agreed on.

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 and related fields ¹
2. Use the existing literature, expert opinion, and personal experiences to develop and implement 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 UMCES/HPL, including methods for measuring and reporting progress. It is anticipated that the Action Plan will also enhance LGBTQ+, differently abled, neurodiverse and gender justice, equity and inclusivity.

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

Victoria	Coles
Christine	Knauss
Jacob	Cram
Cindy	Palinkas
Larry	Sanford
James	Pierson
Clara	Fuchsman

Elizabeth	North
Judy	O'Neil
Catherine	Fitzgerald
Carin	Starr
Julianna	Brush
Matt	Gray

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>