

Huliāmahi URGE Pod

Agreement with Leadership

This agreement is between the Huliāmahi URGE pod and the chair and director of the Department of Earth Sciences and HIGP at the University of Hawai'i at Mānoa. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod will participate in a 16-week program that includes journal readings, expert interviews, and formulation of deliverables on eight topics related to racism in geosciences. During the course of this program, we will interact with our broader organization's community in the following ways.

1. Regular, brief updates to faculty and student members of the community covering results from our deliverables as well as any other pertinent discussion points disseminated through faculty meetings, student reps, or something equivalent.
2. An invitation to the chair and director of the Department of Earth Sciences and HIGP to attend at least one of our regularly scheduled meetings during the semester.
3. An opportunity to present an overview of the deliverables to the community in a Fall seminar slot or equivalent.
4. Sharing a final report of our deliverables with leadership at the conclusion of the program.

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 primary objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our organization, identify systematic inequities, and develop proactive methods to be an anti-racist organization.
2. Discuss barriers to and pathways towards becoming a Hawaiian place of learning in the context of our fields.
3. Develop an anti-racism Action Plan with actions specific to issues at University/Organization including methods for measuring and reporting progress.

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>

In agreement:

[Aaron Pietruszka](#)

Brytne Okuhata

Sloan Coats

Trista McKenzie

Rose Gallo

Molly Cunningham :)

Eleni Ravanis

Diamond Tachera

Marley Chertok

Caroline Caplan

Tom Shea

Helen Janiszewski

Frances Zhu

Paul Wessel

Rob Wright

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