
**URGE Pod Agreement for the Department of Earth and Atmospheric Sciences at
Indiana University**

This agreement is between the IU Earth and Atmospheric Sciences Pod and the College of Arts and Sciences at Indiana University Bloomington. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the College of Arts and Sciences leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - February 18th, 2021
 - Dr. Vivian Nun Halloran, Associate Dean for Diversity and Inclusion, College of Arts and Sciences
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - Fall Semester, 2021

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 our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our department.
2. Develop an anti-racism Action Plan with actions specific to issues in the Department of Earth and Atmospheric Sciences including methods for measuring and reporting progress.

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

Signature
Josie Arcuri

Pod Leader

Date
2/05/2021

Signature *Date*
Vivian N. Halloran 02/04/2021

Office of the Executive Dean,
College of Arts and Sciences

Pod Members: Josie Arcuri, Kristen Hawley, Sam Smith, Joshua Bregy, Dr. Simon Brassell, Elizabeth Sherrill, Clarke Delisle, Dr. Travis O'Brien, Dr. Erika Elswick, Dr. Andrea Stevens Goddard, Jeff Valenza, Dr. Paul Staten, Dr. Jess Miller-Camp, Jack Brown, Dr. Jim Handschy, Ruth Droppo, Dr. Claudia Johnson, Dr. Ken Brown (DePauw University), Dr. David Polly

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>