

## URGE Session 1 — ASU SESE Pod Deliverable 2 — Agreement

This agreement is between the ASU SESE Pod and SESE Leadership, including...

- Meenakshi Wadhwa (Professor, Director of SESE)
- Christy Till (Associate Professor, Associate Director for an Inclusive Community, SESE)
- Hilairy Hartnett (Professor, Associate Director of Graduate Initiatives, SESE)
- Lindy Elkins-Tanton (Foundation Professor, Vice President of the ASU Interplanetary Initiative)
- Joe O'Rourke (Assistant Professor, SESE) and Christine O'Donnell (Postdoctoral Research Scholar, SESE), the ASU SESE URGE Pod Co-Leaders

Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the SESE Leadership:

- Open Invitation: All of the SESE leadership are included on the pod roster and obviously welcome to attend our bi-weekly, synchronous meetings from ~10:00 to 11:30am on every other Friday (2/26, 3/12, 3/26, 4/9, 4/23, 5/7).
- Office Hours with Director Wadhwa: Regular office hours are held on Friday morning, nominally weekly. The Pod Co-Leaders will sign up for an office hours time slot in April and/or May to update Director Wadhwa on the Pod Activities.
- SESE JEDI Task Force: SESE formed this group in 2020, chaired by Prof. Till, which has been meeting weekly. The URGE Pod has some overlapping membership with the Task Force, and will further support this group by encouraging Pod members to attend Task Force events such as listening sessions for different segments of the community.
- Informal Meetings: The Pod Co-Leaders will also provide updates on the URGE Pod activities in already scheduled meetings that include time for general discussion (e.g., the weekly research group meetings co-facilitated by Prof. O'Rourke and Elkins-Tanton)

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 peoples in Geoscience<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

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

<sup>2</sup> <https://notimeforsilence.org/>

<sup>3</sup> <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>

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 SESE, including methods for measuring and reporting progress.

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

<i>Signatures</i>	<i>Date</i>	<i>Hilairy Ellen Hartnett</i>	<i>2/16/21</i>
<i>Christine O'Donnell</i>	<i>2/11/21</i>	<i>Christy B. Till</i>	<i>2/16/21</i>
<i>Joseph G. O'Rourke</i>	<i>2/16/21</i>	<i>Lindy Elkins-Tanton</i>	<i>2/16/21</i>
		<i>Meenakshi Wadhwa</i>	<i>2/16/21</i>
		<i>Hilairy Ellen Hartnett</i>	<i>2/16/21</i>

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<i>Pod Leaders</i>	<i>SESE Leadership</i>
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