



This agreement is between JHU EPS URGE Pod and the Department of Earth and Planetary Sciences at Johns Hopkins University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - March 8, 2021 (Darlene Saporu, Assistant Dean for Diversity and Inclusion (Krieger and Whiting Schools))
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - May 4, 2021
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD

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 objectives:

1. Recognize and communicate the achievements of past and present BIPOC scientists within our department, institution, and the broader academic community.
2. Increase education within our department on topics that directly and indirectly impact BIPOC by promoting existing institutional training and encouraging participation from all department members.
3. Hold ourselves accountable for increasing diversity in the department by performing a workplace diversity and inclusion audit through an external expert, by creating more holistic graduate recruitment and admission processes, and by tracking and reporting progress annually.
4. Recognize and support EDI work within the department by establishing funding opportunities, including EDI contributions on students' annual reviews and faculty tenure applications, developing an annual departmental financial award for EDI work by members of the department, and advocating for Diversity Statement requirements in faculty hiring.
5. Increase opportunities for BIPOC within our department by searching and advocating for new funding avenues to hire and support BIPOC.

¹R. 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>

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

Sabine Stanley, EPS URGE Pod Leader, 2021/02/11

Anand Gnanadesikan, Department Chair, 2021/02/12

Pod Members:

Meghan Avolio, Christopher Holder, Naomi Becker, Ava Hoffman, Sarah E. Moran, Mary Lonsdale, Kalev Hantsoo, Freya George, Regupathi Angapan, Emmy Smith, Sarah Horst, Chanud Yasanayake, Atosa Saberi, Renske Gelderloos, Ali Siddiqui