



Foundation for Glacier and Environmental Research *Juneau Icefield Research Program*

This agreement is between the JIRP URGE pod and the Foundation for Glacier and Environmental Research. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod and selected representatives have the following meetings scheduled with the University/Organization Leadership:

- Meeting 1: Introduction to Pod and URGE goals at FGER board meeting
- Meeting 2: Invitation for leadership to attend a regular pod meeting, and a standing invitation to pod meetingski
- Meeting 3: Discussion of deliverables and their incorporation into the JIRP/FGER strategic plan and Justice, Equity, Diversity, and Inclusion plans → facilitated by the JEDI steering committee

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 BIPOC students, staff, and faculty 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. Board, faculty, and staff more educated of the racist history of polar science → changing documentation and perspective
2. JIRP Policy changes & integration into JIRP curriculum, via the JEDI Steering Committee
3. Building networks and normalizing JEDI conversations in the JIRP community
4. Decolonization of JIRP curriculum (history of Indigenous land in Juneau/on Icefield/etc)
 - a. Redirecting of funds (if any) in order to invite Indigenous educators to speak/teach/share knowledge

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

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