



Unlearning Racism in Geoscience



URGE Pod Agreement for the University of Kansas Department of Geology (KUG)/Kansas Geological Survey (KGS)¹

This agreement is between the Kansas Geology Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod and KUG/KGS leadership. Our URGE pod will have the following meetings with the KUG/KGS Leadership:

- Meeting 1 - Forming and setting priorities for KUG and KGS DEI committees
- Meeting 2 - Discuss draft code of conduct prepared by URGE pod

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 Geoscience².
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies^{3,4}.
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 organization.
2. Formalize and empower Diversity, Equity, and Inclusion (DEI) committees to identify actionable changes that can be made within our organizations.
3. Develop a Code of Conduct (including but not limited to field, lab, and conferences) that can be shared between KGS and KUG.
4. Diversify colloquium/seminars through inviting at least 10% of speakers from minoritized groups for spring 2021.

In addition, our pod commits to continue to work with the DEI committees (see Obj. 2 above) after the curriculum session has ended on the following priorities:

1. Public statements on anti-racism and support for DEI that include specific details about actions taken in the past/future with consistent review.
2. Commit to events or programs designed to increase recruitment of underrepresented groups in geoscience, such as but not limited to working with MSIs minority serving institutions; attending SACNAS (Society for the Advancement of Chicanos and Native Americans in Science), NABG (National Association for Black Geoscientists); and other outreach efforts.

¹ Document modified from URGE example agreement.

² Bernard & Cooperdock (2018), No progress on diversity in 40 years, *Nature Geoscience*, <https://doi.org/10.1038/s41561-018-0116-6>

³ <https://notimeforsilence.org/>

⁴ <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>



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3. Explore training module requirements for faculty/staff/students; coursework that explores how geosciences have affected/ currently affect minority communities.
4. Provide clear guidelines and promote resources for reporting harassment, discrimination, and other exclusionary behavior.
5. Include DEI efforts when evaluating current and prospective faculty and staff.
6. Development of accountability measurements.

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

<i>Name/position</i>	<i>Signature</i>	<i>Date</i>
Blair Schneider, Pod leader		2/12/2021
Rolfe Mandel, KGS Director		2/12/2021
Dave Fowle, KUG Chair	 _____	2/12/2021

Pod Members: Sam Zipper, Marina B. Suarez, Kristen Jordan Koenig, Tom Glose, Alexis Ahlert, Dan Mongovin, Diana Ortega-Ariza, Amy Gottberg, Michelle Proulx, Leila Joyce Seals, Erin Seybold, Austin Bruner, Brady Tumblin, Alexandra Staub