



URGE Pod Agreement for Kimbell School of Geosciences at Midwestern State University

This agreement is between Kimbell School of Geosciences Pod and the Dean at McCoy College of Science and Engineering. 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 - Weds. Jan. 27 at 1 pm
 - Marcy Brown Marsden, Dean of McCoy College of Science, Math and Engineering
 - Dr. Brown Marsden has attended our first pod meeting
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - Dr. Brown Marsden will be attending our regular meetings
- 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 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 organization.
2. Develop an anti-racism Action Plan with actions specific to issues at Midwestern State University including methods for measuring and reporting progress.

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

<i>Signature</i>	<i>Date</i>	<i>Signature</i>	<i>Date</i>	—
	2/11/2021		2/22/2021	

Anna Weiss			
Pod Leader(s)	Date	Uni./Org Leadership	Date

Pod Members: Jonathan Price, W. Scott Meddaugh, Lauren Vidmar