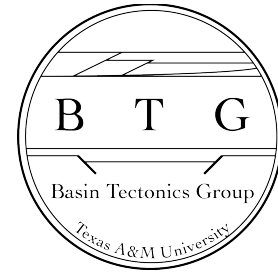


URGE

Unlearning Racism in Geoscience



URGE Pod Agreement for University/Organization - Example Deliverable

This agreement is between Basin Tectonics Group at TAMU and Department Head Julie Newman at Texas A&M University Department of Geology and Geophysics. 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 - Date/Time
 - Dr. Julie Newman, Department Head
- Meeting 2 - Invitation for leadership to attend a regular pod meeting –
 - Dr. Newman is in a separate pod and will attend regular meetings with her group.
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - Date/Time or TBD
 - Dr. Newman has agreed to meet with our pod at the end of Session 8 to go over ideas generated in this 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 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 University/Organization including methods for measuring and reporting progress.

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

Signature *Date*
 __Nicholas Perez__ __Feb. 10, 2021__

Signature *Date*
 __Julie Newman__ __Feb 10, 2021

Pod Leader(s) Date

 Uni./Org. Leadership Date

Pod Members: *Rachel Schroeder, Payton McCain, Jessica McKay, Danielle Schimmenti, Ali Snell, Drew Scherer, Claire Martin, Emily White, Kashauna Mason, Matthew Dorsey*

¹ R. 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>