

URGE

Unlearning Racism in Geoscience

URGE Pod Agreement for University/Organization – McGill Earth & Planetary Sciences

The McGill EPS URGE Pod (Leader: Veronica Prush; Moses Angombe, Meghomita Das, Inga Boianju, Natalya Gomez, Jamie Kirkpatrick, Alissa Kotowski, Ed Nissen (UVic EOS EDI Chair) Christie Rowe, Caroline Seyler) meets Thursdays at 3pm and attends URGE seminars every other Monday at 5:30-6:30 pm.

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 McGill Earth & Planetary Sciences, including methods for measuring and reporting progress.

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

As the department leadership we commit to attend one or more meetings of the McGill EPS URGE Pod to consult on policy development (circle below)

Feb 4+11: Complaints Policy

Feb 18+25: Statistical Analysis of Program

Mar 4+11: Working with Communities of Color

Mar 18+25: Admissions and Hiring

Apr 1+8: Lab and Field Codes of Conduct

Apr 15+22: Resources to Combat Racism

Apr 29+May 6: Accountability Program

Earth & Planetary Sciences Chair: Jeff McKenzie

Graduate Program Director: Yajing Liu

Feb 9, 2021

Signature

Date

Signature

2021/02/01

Date

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>