

# URGE

Unlearning Racism in Geoscience



Middlebury

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## URGE Pod Agreement for Middlebury College

This agreement is between the Middlebury URGE Pod and The Department of Geology at Middlebury College. All of the Geology Department faculty are part of our pod, including the Department Chair, Peter Ryan. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod is also committed to meeting with representatives from the Office of Institutional Diversity, Equity and Inclusion:

- To introduce URGE and discuss our pod goals
  - Email sent to Miguel Fernandez and Renee Wells to introduce our group and invite them to a joint meeting (TBD)
- Meeting 2 - A regular pod meeting
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions

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 Geoscience<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>
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 Middlebury College including methods for measuring and reporting progress.

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

Pod Leader(s)

02/12/21

Date

Department Chair

02/12/21

Date

**Pod Members:** Will Amidon, Mahnoor Bhatti, Isabelle Davis, Torre Davy, Tyler DeShong, Jackson Hawkins, Allison Jacobel, Sophie Johnson, Camryn Kluetmeier, Jeff Munroe, Alexis Mychajliw, Rachel Nahirny, Mikayla Pascual, Peter Ryan, Elizabeth Ultee, David Vargas, Emma Waugh, and David West.

<sup>1</sup> R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

<sup>2</sup> <https://notimeforsilence.org/>

<sup>3</sup> <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>