

URGE

Unlearning Racism in Geoscience

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URGE Pod Agreement for University/Organization - Example Deliverable

This agreement is between Monterey Bay Pod at Department of Marine Science at CSU Monterey Bay. 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 – TBD
 - (list names and titles of Uni./Org. Leadership who will attend meetings)
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- 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 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	02-15-21	Date		Signature	2.15.21
_____	_____	_____	_____	_____	_____	_____
Pod Leader(s)		Date		Uni./Org. Leadership		Date

Pod Members: Corey Garza (CSUMB), Laura Good (CSUMB), Dan Fernandez (CSUMB) and 32 additional members of the Monterey Bay Geoscience Community.

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>