



## **MSU-EES URGE Pod Agreement**

Earth and Environmental Sciences at Michigan State University

This agreement is between EES URGE and Department of Earth & Environmental Sciences leadership at Michigan State University. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod will have the following meetings with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - Date/Time TBA with EES Interim Chair Jeff Freymueller
- 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 Geoscience<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop 2,3 anti-racist policies and strategies
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: at the level of the Department of Earth and Environmental Sciences, and more broadly in College of Natural Science at MSU.
2. Develop an anti-racism Action Plan with actions specific to issues in EES at MSU including methods for measuring and reporting progress.
3. Maintain cohesiveness within the pod - no lasting disagreements, everyone is on the same page, etc.

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