

URGE Pod Agreement for NAGT Geoscience Education Research Division

This agreement is between the NAGT Geoscience Education Research Pod and the NAGT Geoscience Education Research officers. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the GER Division:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – 2/24 1 p.m. MTN
 - NAGT GER Officers invited to attend: Leilani Arthurs (VP), Cory Forbes (Treasurer), Peggy McNeal (Secretary), and Lauren Neitzke Adamo (Media Director).
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD
 - Schedule additional meetings here to execute plans at organization

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.

<i>Signature</i>	<i>Date</i>	<i>Signature</i>	<i>Date</i>
_____	_____	_____	_____
Pod Leader(s)	Date	NAGT Officers	Date

Pod Members: Kelsey Bitting, Kimberly Hannula, Bailey Zo Kreager, Susan Meabh Kelly, Scott Werts, and Emily Geraghty Ward (Pod Leader).

¹ R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).
² <https://notimeforscience.org/>
³ <https://www.change.org/p/geoscience-stalls-california-robust-anti-racism-plan-for-the-geosciences>