

Pod Agreement for Bates College

This agreement is between Bates EACS and the Dean of Faculty and Director of STEM at Bates College. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the Senior Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - Date/Time TBD
 - Aslaug Asgeirsdottir, Associate Dean of the Faculty
 - April Hill, Wagener Family Professor for Equity and Inclusion in STEM, and director of the Howard Hughes Medical Institute grant on DEI in STEM.
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - Date/Time TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - Fall 2021

Additional meetings to execute to pod agreement:

- Gwen Lexow, Director of Title IX and Civil Rights Compliance (2/18, 1pm)
- Noelle Chaddock, Vice President for Equity and Inclusion, Date/Time, TBD
- Nicollette Mitchell, Director of Equity and Inclusion Education, Date/Time, 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 Strategic Plan for the Earth and Climate Sciences Department. The Strategic Plan will include a "Values Statement" and will identify, prioritize and lay out policies and a plan of action for unlearning racism and dismantling white supremacy in the department. Progress will be made on some of these policies and actions over the next 12 weeks via the Urge Pod Deliverables (e.g., Departmental Complaint and Reporting Policy), and on other actions over the next 6+ months. We view this strategic plan as the blueprint for how to move the department more toward anti racist policies and actions. This will be a living document rooted in previous work, as we learn through URGE, and a resource for building a consistent antiracist departmental culture.

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

Signature

Date

Signature

Date

Pod Leader(s)

Date

Uni./Org. Leadership Date

Pod Members: Phil Dostie, Bev Johnson (leader), Rebecca Minor, Geneviève Robert
2/12/21

Meeting with Uni/Org leadership in progress