



URGE Pod Agreement for the NAGT Traveling Workshops Program

This agreement is between the NAGT TWP pod and the TWP Management Team at NAGT. 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 - 1/28/21, 4:30 pm ET
 - Catherine Riihimaki, Chair of TWP
 - David Blockstein, Reginald Archer, and Cindy Shellito, TWP Management Team
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - 2/12/21, 3:00 pm ET
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - 2/25/21, 4:30 pm ET

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 strategies²³
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 program.
2. Develop an anti-racism Action Plan with actions specific to issues with the Traveling Workshop Program including methods for measuring and reporting progress.

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

Catherine Riihimaki 1/28/21

Catherine Riihimaki 1/28/21

Pod Leader(s)

Date

Leadership

Date

Pod Members:

Reginald Archer, Julie Bartley, Rachel Beane, David Blockstein, Edith Davis, Sue Ebanks, Kathy Ellins, Sarah Fortner, Deborah Gross, Laura Rademacher, Cindy Shellito, and Karen Viskupic

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>