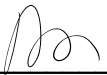

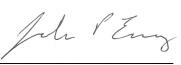





DAPS Leadership - URGE Pod Agreement

Between: Members of the Dept. of Astronomy and Planetary Science (DAPS) Leadership

Dept. Chair	Assoc. Dept. Chair	GPC Rep.	EDI Committee Rep.
<u>Dr. David Trilling</u> Name (print)	<u>Dr. Mark Salvatore</u> Name (print)	<u>Dr. Josh Emery</u> Name (print)	<u>Audrey Martin</u> Name (print)
 Signature	 Signature	 Signature	 Signature
<u>2/18/21</u> Date	<u>2/19/21</u> Date	<u>2/19/21</u> Date	<u>2/18/21</u> Date

And: Members of the [NAU Astronomy and Planetary Science URGE Pod](#)

Pod Co-Leader	Pod Co-Leader	Pod Member	Date	Pod Member	Date
<u>Natalie Jones</u> Name (print)	<u>Devon Burr</u> Name (print)	Oriel Humes	2/18/21	C. Tai Udovicic	2/18/21
 Signature	 Signature	Erin Aadland	2/18/21	Kendall Edwards	2/18/21
<u>2/18/21</u> Date	<u>2/18/21</u> Date	Andy Lopez - Oquendo	2/18/21	Schuyler Borges	2/18/21
		Lori Pigue	2/18/21	Audrey Martin	2/18/21
		Chris Wolfe	2/18/21	Cristina Thomas	2/18/21

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 and related fields.
2. Use the existing literature, expert opinions, 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 department.
2. Develop an anti-racism Action Plan with actions specific to issues in the DAPS, including methods for measuring and reporting progress.

We are committed to pursuing these objectives individually, as a pod, and as a department. The 6 signatories (and pod members, as available) will discuss URGE actions at two meetings:

Meeting 1: Introduction to URGE and Pod Goals for the term (March, date TBD)

Meeting 2: Follow-up Discussion and DAPS Action Plan Proposal (May, date TBD)

¹R. 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>