

NAU SES URGE Pod Agreement

This agreement is among the members of the NAU SES URGE pod at Northern Arizona University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod commits to the following future actions to elevate what we learn and create this semester:

- 1) Convene with the NAU Astronomy/Planetary Science pod at the end of the semester, and identify areas of synergy that could be brought to higher level within the College of the Environment, Forestry, and Natural Resources
- 2) Within the School of Earth and Sustainability, pursue the following (summer or fall 2021):
 - a) Share key takeaways and/or deliverables with the D&I committee
 - b) Share key takeaways and/or deliverables at a SES seminar and/or with new graduate students in EES 605/606
 - c) Share key takeaways and/or deliverables with graduate program advisors and School leadership (Director and Associate Director)
 - d) Coordinate with SES webmaster to get URGE materials/resources on the Diversity & Inclusion page of our department website

Through completing these actions and meetings, we will be further committing to URGE's primary objectives, which are to:

1. Deepen the community's knowledge of the effects of racism on the participation and retention of Black, Brown, and Indigenous people in Geoscience;
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies; and
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

We are committed to pursuing these objectives individually and as a pod, look forward to furthering them in our organization.

E-signed by the pod members:

Ellie Broadman, Leah Marshall, Emily Schottenfels, Charlotte Wiman, Emerson Lynch, Zoë Klein, Eva Baransky, Lexi Riche, Stéphanie Arcusa, Jessica Archibald, Nancy Riggs