



Unlearning Racism in Geoscience



Northern Illinois
University

URGE Pod Agreement for Northern Illinois University Geology Department Pod

This agreement is between Geology Department Pod members and the Chair and faculty of Geology and Environmental Geosciences at Northern Illinois University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod will schedule the following meetings:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals during faculty meeting in February
- Meeting 2 - Invitation for leadership and faculty to attend a regular pod meeting
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions

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 Geoscience
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies
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 NIU's Geology department including methods for measuring and reporting progress.

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



Melissa Lenczewski, Jan 27, 2021
Pod Leader



Mark Fischer,
Chair

Megan Brown, January 29, 2021

Jason Coenen, January 29, 2021

Justin Dodd, January 29, 2021

Heather Furlong, January 29, 2021

Bailey "Zo" Kreager, January 29, 2021

Nicole LaDue, January 29, 2021

Cheryl Manning, January 29, 2021

Brittany Price, January 29, 2021