

Natural Resources Research Institute

UNIVERSITY OF MINNESOTA DULUTH

Driven to Discover

URGE Pod Agreement for Natural Resources Research Institute

The NRRI URGE pod is comprised of staff representing a cross section of the organization, including senior leadership and research scientists. We have each arrived at NRRI on different paths, but our common experience has primarily been formed within predominantly white society. We have come together voluntarily with an objective to explore some of our own personal experiences while also trying to grow and better understand how equity and justice affect others, particularly members of the BIPOC community. We understand that our roles have the potential to shape our work environment and are committed to developing, maintaining and exemplifying an inclusive work culture while contributing to our Northern Minnesota communities and cultures in new ways.

Senior leadership at NRRI is critical to this process of learning and unlearning, and their involvement throughout the URGE program will facilitate a foundation for development and adoption of anti-racist attitudes and policies focused on creation of an inclusive workplace. Senior leadership at NRRI was very eager to participate in our URGE program, and members of our pod felt that it was important to include them in all of our conversations, both for transparency and for practical advice on implementing proposed policies. As such, three members of NRRI Leadership are active participants of the URGE@NRRI Pod, and fellow pod members value their role in the Pod. With NRRI Leadership deeply ingrained in the process, we expect impact and influence from the lessons learned and deliverables created with this process to move through UMD, and eventually UMN, leadership.

This agreement is between URGE@NRRI and NRRI at University of Minnesota Duluth. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with NRRI Leadership:

Meeting 1 - Introduction to URGE, Discussion of Pod Goals, and Recap of Deliverables to Date; Mid-to-Late March 2020.

The goal of this meeting is to introduce NRRI Leadership to the objectives of our URGE Pod, highlight discussions that we have had to date and how they apply to the institute, and to summarize deliverables that have been generated to date. During this meeting, we will solicit feedback from NRRI Leadership on our progress and for continued support of our Pod efforts moving forward.

Meeting 2 - Pod Proposal Discussion, Action Items, and Proposed Timeline; Mid-to-Late May 2021.

The goal of this meeting is to present our strategy for moving forward with finalizing deliverables and to seek support from NRRI Leadership in collectively considering, altering and adopting a framework for anti-racist policies and creating an inclusive workplace. We will also determine a schedule for any

follow-up meetings that need to happen to discuss issues in further detail, aiming to finalize deliverables and put them into action by December 2021.

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 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 in all STEM disciplines.
2. Develop a foundational anti-racism Action Plan, including strategies, programs and policies, with actions specific to issues at NRRI including methods for measuring and reporting progress and how to engage the UMN System.

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

By signing this agreement, NRRI leadership agrees to provide resources and support for development, revision, maintenance and execution of a first generation anti-racist action plan for NRRI by year-end 2021. Resources include financial support, work time for current Pod members and additional NRRI staff in the future, to create documents and devise a strategy for development of proposed anti-racist policies, and dedicated leadership involvement to openly discuss, and take steps towards implementing, a proposed Action Plan.

This Pod will not be the only contributor towards anti-racist policies, for NRRI's anti-racist Action Plan will be a living document, serving as a foundation for the NRRI community to expand upon, revise, and manage into the future.

Tiffany A. Sprague

02/12/2021

Tiffany Sprague, Pod Leader

Date

Rolf Weberg, Exec Dir, NRRI

Date

Note (02/12/21): Entire NRRI Leadership Team is currently sitting with this document and reflecting on its statements. The Leadership Team is being given a week to comment, with expected feedback and signatures to follow.

Pod Members	Initials
Meagan Aliff	MNA
Steve Berger	
Christopher Filstrup	CTF
Megan Gorder	MDG
Cally Hunt	CRH
Kristofer Johnson	KTJ
Lucinda Johnson	LBJ
Brett Spigarelli	BPS
Tiffany Sprague	TAS
Rolf Weberg	RTW
Holly Wellard-Kelly	HAWK

Leadership Team	Initials
Steve Berger	
June Breneman	
John Du Plissis	
Don Fosnacht	
George Hudak	
Lucinda Johnson	LBJ
Kevin Kangas	
Matt Mlinar	
Eric Singaas	
Rolf Weberg	RTW
Tim White	