



DRAFT

This agreement is between **Oberlin Geology** and **the Dean of the College of Arts and Sciences at Oberlin College**. 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 - TBD ○ Laura Baudot, Associate Dean
- Meeting 2 - Introduction to URGE and Discussion of Pod Goals - TBD ○ [Members of the Presidential Initiative on Racial Equity and Diversity](#)
- Meeting 3 - Introduction to URGE and Discussion of Pod Goals - TBD ○ [HHMI Inclusive Excellence Grant Leadership Team](#)
- Meeting 4 - Invitation for leadership to attend a regular pod meeting - TBD
- Meeting 5 - Follow-Up Discussion of Pod Proposal and Actions - TBD ○

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 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. In order to achieve unity, we must have justice. Justice includes an open-minded search for the truth. None of us is the exclusive holder of the truth, and so we need to have open and honest discussions in search of the truth.
2. Discuss and assess the racial justice, equity, and inclusivity of our organization.
3. Develop an anti-racism Action Plan with actions specific to issues at Oberlin College and Towson Univ. including methods for measuring and reporting progress.

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

Uni./Org. Leadership	Date	Pod Leader(s)	Date
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Pod Members: Michelle Casey, Rachel Eveleth, ClaraMargaret Flood, Karla Hubbard, Zeb Page, Amanda Schmidt, Stevem Wojtal, Rebecca VanderLeest

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>