

# URGE

## Unlearning Racism in Geoscience



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### URGE Pod Agreement for University of Oklahoma

This agreement is between OU CAGS & MCEE POD and Leadership at the University of Oklahoma. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – Friday 26<sup>th</sup> February 2-3pm
  - Berrien Moore – Dean College Atmospheric & Geographic Sciences
  - Mike Stice – Dean Mewbourne College of Earth & Energy
  - Belinda Higgs Hyppolite – Vice President of Diversity, Equity, and Inclusion
  - Jane Irungu - Associate Provost for Inclusive Faculty Excellence
- Open Invitation for leadership to attend a regular pod meeting TBD
- Meeting 2 - Follow-Up Discussion of Pod Proposal and Actions – TBD last week April/first week of May (scheduling in progress)

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<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>
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 University/Organization including methods for measuring and reporting progress.

<sup>1</sup> R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

<sup>2</sup> <https://notimeforsilence.org/>

<sup>3</sup> <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>

# URGEO

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

*EMartin*      18 Feb 2021  
Pod Leader(s)      Date

*J. Maria Atici*      2/23/2021  
Uni./Org. Leadership      Date

*Emily/Timney*      18 Feb 2021  
Pod Leader(s)      Date

*Rana Mune*      2/25/2021  
Uni./Org. Leadership      Date

*Xiaowei Chen*      21 Feb 2021  
Pod Leader(s)      Date

### Pod Members

Aisha	Owusu
Tom	Galarneau
Amy	McGovern
Emily	Tinney
Olivia	VanBuskirk
Naoko	Sakaeda
Cameron	Homeyer
Lynn	Sorghan
Megan	Elwood Madden
Brett	Carpenter
Hamidreza	Karami
Morgan	Woodle



## Unlearning Racism in Geoscience

Elinor	Martin
Emma	Kuster
Sadiksha	Rai
Matthew	Flournoy
Elisa	Murillo
Patrick	Hyland
Ben	Schenkel
Derek	Rosendahl
Kato	Dee
Greg	McFarquhar
Brian	Greene
Patrick	Skinner
Charles	Kuster
Hrag	Najarian
Petra	Klein
Xiaowei	Chen
Mashhad	Fahes
Andy	Elwood Madden
Zach	Williams
Amanda	Murphy
Aaron	Johnson
Kelsey	Britt
Randy	Chase