

# URGE

## Unlearning Racism in Geoscience



Department of Geosciences

### URGE Pod Agreement for Penn State University – College of Earth and Mineral Sciences

This agreement is between Penn State Geosciences Pod and the College of Earth and Mineral Sciences at the Pennsylvania State University. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the Leadership of Penn State's College of Earth and Mineral Sciences (EMS):

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – February 2021
  - Dr. Lee Kump, Dean of the College of Earth and Mineral Sciences
  - Dr. Zuleima Karpyn, Associate Dean for Graduate Education and Research
  - Dr. Yvette Richardson, Associate Dean for Undergraduate Education
  - Dr. Victoria Sanchez, Associate Dean for Educational Equity
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – March or April 2021
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – May 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<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).


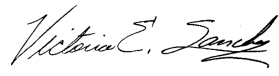
<sup>2</sup> <https://notimeforsilence.org/>

<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.

 _____ Pod Leader Christopher Boxe	<u>2/11/2021</u> Date	 _____ Dean Kump	<u>2/11/2021</u> Date
 _____ Pod Leader Maureen Feineman	<u>2/11/2021</u> Date	 _____ Assoc. Dean Karpyn	<u>2/12/2021</u> Date
 _____ Pod Leader Liz Hajek	<u>2/11/2021</u> Date	 _____ Assoc. Dean Richardson	<u>2/12/2021</u> Date
		 _____ Assoc. Dean Sanchez	<u>2/11/21</u> Date

**Penn State Geosciences Pod Members:**

- |           |                |           |            |
|-----------|----------------|-----------|------------|
| Kimberly  | Lau            | Kaitlyn   | Horisk     |
| Andy      | Nyblade        | Matthew   | Fantle     |
| Miquela   | Ingalls        | Chelsie   | Bowman     |
| Roman     | DiBiase        | Kalle     | Jahn       |
| Sridhar   | Anandakrishnan | Charlotte | Connop     |
| Sam       | Shaheen        | Ben       | Barnes     |
| Srisharan | Shreedharan    | John      | Hooker     |
| Sierra    | Melton         | Mark      | Patzkowsky |
| Troy      | Ferland        | Jasmine   | Walker     |
| Erica     | Lucas          | Mohit     | Tunwal     |
| Karen     | Pham           | Joshua    | Garber     |
| Kayla     | Irizarry       | Cameron   | Brown      |
| Kate      | Freeman        |           |            |
| Safiya    | Alpheus        |           |            |