



Unlearning Racism in Geoscience



URGE Pod Agreement for University of Pennsylvania/PennEES Pod

This agreement is between the PennEES Pod and Dr. Brenda Casper at the University of Pennsylvania. 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 – February 24th, 4:00 pm
 - Dr. Brenda Casper, EES chair
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - February 24th, 4:00 pm
- Meeting 3 – 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:

4. Discuss and assess the racial justice, equity, and inclusivity of our organization.
5. Develop an anti-racism Action Plan with actions specific to issues at University/Organization including methods for measuring and reporting progress.

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

Signature *Date*
Kaliopi Bousses 2/8/2021

Signature *Date*
Dr. Brenda Casper 2/8/2021

Pod Members: John Ruck, Travis Hager, Maria Micaela Ninni, Ananth Srinivas, Andrew Gunn, Maura Slocum, Sophie Silver, Jaydee Edwards, John Sime, Natalia Aponte, Dr. Jane Dmochowski

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>