

URGE

Unlearning Racism in Geoscience



URGE Pod Agreement for Texas A&M University at Galveston

This agreement is between the Phytoplankton Pod and University Leadership at Texas A&M University at Galveston. 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
 - Patrick Louchouarn, Executive AVP for Academic Affairs & Chief Academic Officer
 - Carol Bunch Davis, Assistant Vice President for Academic Affairs
 - Danny Roe, Assistant Director | Office of Student Diversity Initiatives
- **Meeting 2** - Invitation for leadership to attend a regular pod meeting - TBD
- **Meeting 3** - Follow-Up Discussion of Pod Proposal and Actions – TBD
 - Schedule additional meetings here to execute plans at organization

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 a dynamic community network and on a national stage

We are committed to our pod's objectives:

1. Educate university students and faculty about the history of racial equity in the United States and on the more current issue of new racisms (NC)
2. Promote inclusivity of BIPOC individuals in teaching, research, and leadership roles throughout every level of TEXAS A&M University at Galveston (NC)
3. Discuss and assess the racial justice, equity, and inclusivity of our organization.
4. Develop an anti-racism Action Plan with actions specific to issues at University/Organization including methods for measuring and reporting progress.
5. Develop effective, well-considered strategies to communicate the pod's action plans and policies.
6. Use this experience to examine our thoughts and actions as they relate to cultivating an Anti-racists environment.

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



Unlearning Racism in Geoscience

Antonietta Quigg

Pod Leader(s)

2/12/2021

Date

A handwritten signature in black ink, appearing to be "AA", written over a horizontal line.

Uni./Org. Leadership

2/12/2021

Date

Pod Members:

- Quigg, Antonietta
- Hillhouse, Jessica
- Ballard, Jake
- Claffin, Noah
- Davis, Sarah
- Kamalanathan, Manoj
- Klobusnik, Nathan/ Hagen
- Steichen, Jamie
- Nolen, Rayna
- Prouse, Alexandra