



URGE

Unlearning Racism in Geoscience



URGE Pod/Faculty Agreement

This agreement is between the GEO/AOS URGE Pod and the GEO/AOS Faculty at Princeton University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the GEO and AOS faculty leadership:

- **Meeting 1** -- Introduction to URGE, discussion of pod goals, and presentation of key deliverables at both a GEO and AOS faculty meeting
 - GEO faculty meeting date: TBD; est. April 2021
 - AOS faculty meeting date: TBD; est. April 2021
- **Meeting 2** -- Follow-up discussion of pod proposals and actionable items at both a GEO and AOS faculty meeting
 - GEO faculty meeting date: TBD; est. June/July 2021
 - AOS faculty meeting date: TBD; est. June/July 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.¹
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 the GEO/AOS URGE Pod's objectives:

1. To discuss and assess the racial justice, equity, and inclusivity of Princeton University and the GEO/AOS departments.
2. Develop and implement anti-racism action plans specific to the GEO/AOS departments -- including methods for measuring and reporting DEI progress.
3. Work together with departmental organizations to develop anti-racism action plans for the broader Princeton community -- including, exploring possibilities for agreements with university-wide bodies (e.g. the board of trustees) for institutional change.

¹ 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>

GEO/AOS URGE Pod Leaders

<i>Signature</i>	<i>Date</i>
<i>Jenna Lee</i>	
<i>Sarah Shackleton</i>	
<i>Jesse Farmer</i>	
<i>Glen Chua</i>	
<i>Ashley Maloney</i>	
<i>Gemma Sahwell</i>	
<i>Sonya Legg</i>	
<i>Jessica Lueders-Dumont</i>	

GEO/AOS Faculty Leadership

<i>Signature</i>	<i>Date</i>

GEO/AOS URGE Pod Members:

Ahm, Anne-Sofie

Akhtar, Alliya

Alberty, Marion

Bertran, Emma

Chua, Glen

Chung, Maya

Delamater, Renee

Ditkovsky, Sam

Duan, Jianshu

Farmer, Jesse

Ferdowsi, Behrooz

Garvin, Zachary

Han, Eunah

Han, Sirius

Haynes, Shannon

Huth, Alex

Lee, Jenna

Lueders-Dumont, Jessica

MacGilchrist, Graeme

Maloney, Ashley

Manzuk, Ryan

Pipatprathanporn, Sirawich

GEO/AOS Faculty:

Delworth, Thomas

AOS

Donner, Leo

AOS

Duffy, Thomas

GEO

Fueglistaler, Stephan

GEO/AOS

Garner, Stephen

AOS

Griffies, Stephen

AOS

Hallberg, Robert

AOS

Higgins, John

GEO

Horowitz, Larry

AOS

Keller, Gerta

GEO

Legg, Sonya

AOS

Maloof, Adam

GEO

Ming, Yi

AOS

Myneni, Satish

GEO

Onstott, Tullis

GEO

Oppenheimer, Michael

GEO

Ramaswamy, Venkatachalam

AOS

Resplandy, Laure

GEO/AOS

Rubin, Allan

GEO

Schoene, Blair

GEO

Sigman, Daniel

GEO

Simons, Frederik

GEO

Rucks, Melinda	Tromp, Jeroen	GEO
Sahwell, Gemma	Vecchi, Gabriel	GEO/AOS
Scher, Mason	Ward, Bess	GEO
Shackleton, Sarah	Zhang, Xinning	GEO
Sonnewald, Maike	Zhang, Rong	AOS
Tamama, Yuri		
Ward, Sarah		
Watts, Elena		
Wyatt, Abigale		
Zhang, Yongfei		