

URGE Agreement

This agreement is between Purdue EAPS graduate students and postdocs URGE pod and Purdue University Faculty/dept officials. Our URGE pod has the following meetings scheduled with the University/Organization Leadership:

- **Meeting 1 (1/26 + 1/28)** - Intros, discussion of overall format + pod guidelines, prep for faculty engagement throughout the semester
 - Grads + Postdocs only attend
- **Meeting 2 (2/9 + 2/11)** - Develop policy for dealing with complaints
 - Faculty meeting date
 - Michelle Thompson will attend 2/11 meeting
- **Meeting 3 (2/23 + 2/25)** - Statistical Analyses of Program and its History
 - Ali Bramson, Lucy Flesch, Marissa Tremblay will attend 2/23 meeting
 - Michelle Thompson will attend 2/25 meeting
 - Potentially joint meeting (on 2/23)
- **Meeting 4 (3/9 + 3/11)** - Policies for Working with Communities of Color
 - Faculty meeting date
 - Michelle Thompson and Lucy Flesch will attend 3/11 meeting
- **Meeting 3 (3/23 + 3/25)** - Admissions and Hiring Policies
 - Ali Bramson, Lucy Flesch, Marissa Tremblay will attend 3/23 meeting
 - Michelle Thompson will attend 3/25 meeting
 - Potentially joint meeting (on 3/23)
- **Meeting 3 (4/6 + 4/8)** - Lab and Field Code of Conduct
 - Ali Bramson, Lucy Flesch, Marissa Tremblay will attend 4/6 meeting
 - Michelle Thompson will attend 4/8 meeting
- **Meeting 3 (4/20 + 4/22)** - Asset Map of Resources to Combat Racism
 - Ali Bramson, Lucy Flesch, Marissa Tremblay will attend 4/20 meeting
 - Michelle Thompson will attend 4/22 meeting
- **Meeting 3 (5/4 + 5/6)** - Accountability Program
 - Faculty meeting date
 - Michelle Thompson and Lucy Flesch will attend 5/6 meeting

Additionally, we will have a check in (tentatively, 4/13) at our Department's faculty meeting to discuss the work we've done and changes we'd like to see made on both a short-term and long-term basis. Nat Lifton will act as a liaison between our URGE group and the department, facilitating faculty attendance as needed at our URGE meetings based on the deliverable for the session.

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:

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.

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

Moshammat Mijjum	2/9/21	Ali Bramson	2/8/21
Noel Scudder	2/11/21	Marissa Tremblay	2/8/21
		Lucy Flesch	2/8/21
		Michelle Thompson	2/11/21
		Nat Lifton	2/11/21

Pod Leader(s)	Date	Uni./Org. Leadership	Date
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Pod Members: Adeene Denton, Allie Jo Koester, Chris Calvelage, Amanda Rudolph, Dara Laczniak, Erika Foster, Allison LaFleur, Hunter Vannier, Ali Meyer, Erin Donaghy, James Haber, Kris Izquierdo, Alexander Kling, Carlisle Wishard, Hannah Weaver, Colin Hamill, Stephanie Menten, Wai Allen, Zachary Johnson, Riley McGlasson

References:

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>