

# URGE

## Unlearning Racism in Geoscience



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### URGE Queen's U Pod Agreement for the Department of Geological Sciences and Geological Engineering, Queen's University

This agreement is between the Queen's U Pod and the Department of Geological Sciences and Geological Engineering at Queen's University. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – **Monday, March 8th at 10:30 am**
  - Attendees: Victoria Remenda (department head), Paul Bass (department manager), Elisabeth Steel (pod leader)
- Meeting 2 – Victoria Remenda is invited to attend our regular pod meeting during Session 5 on **Tuesday, March 23<sup>rd</sup> at 3:30 PM**
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD
  - We will schedule a follow-up discussion at the end of the URGE series to discuss learnings and plans to execute recommendations

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, specifically the Department of Geological Sciences and Geological Engineering, and contribute to the conversations and actions of Queen's University as a whole.
2. Develop an anti-racism Action Plan with actions specific to issues at the Department of Geological Sciences and Geological Engineering of Queen's University, including methods for measuring and reporting progress.

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



March 2, 2021

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Pod Leader

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Date

March 11, 2021



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Department of GSGE Leadership

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Date

Pod Members:

Danielle Beaulne  
Anna Harrison  
Garrett Velkjar  
Adriana Taylor  
Siobhán Keane  
Sterling Mitchell  
Laura Szcyrba  
Edward Matheson  
Kaj Sullivan  
Ruqaiya Yousif  
Arijit Chattopadhyay

<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>