

Unlearning Racism in the Geosciences URGE Rider University POD Agreement

This agreement is between “Rider GEMS” URGE Pod and Kelly Bidle, the Dean of the College of Liberal Arts & Sciences. 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 - ○ Dr. Kelly Bidle, Dean, College of Liberal Arts & Sciences, 2/4 at 4 pm; Dr. Pam Pruitt, Executive Director of Center for Diversity and Inclusion, 2/23, 11:15 am.
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - will be selected from regular biweekly meetings scheduled tentatively for Tuesdays, 11:15 am
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - Date/Time after 5/7 TBD ○ Possible additional meetings to execute plans

We are committed to URGE’s primary objectives:

- Deepen Rider’s earth and climate scientists’ knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people.
- Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies.
- 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:

- Study from relevant literature, discuss and assess the racial justice, equity, and inclusivity of our department.
- Engage in discussions with other relevant units/groups at our institution to increase perspective and inclusion, and improve action plan items.
- Develop and propose to all members of the departments of geological, environmental and marine sciences and biology, behavioural neuroscience and health an anti-racism Action Plan with actions specific to issues in the departments including methods for measuring and reporting progress.
- Share our work with other units who seek to do similar work.

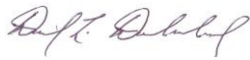
We are committed to pursuing these objectives individually and reach consensus as a pod.

Pod Members:

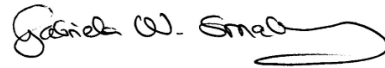
Dr. Dan Druckenbrod
Dr. Gabi Smalley

Dr. Pauline Blaimont
Dr. Kerrie Sendall

Dr. Kathy Browne



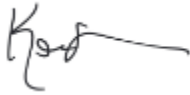
D. Druckenbrod



G. Smalley



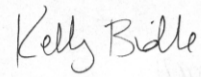
P. Blaimont



K. Sendall



K. Browne



K. Bidle