

URGE

Unlearning Racism in Geoscience



URGE Pod Agreement for Texas A&M University

This agreement is between the Shamberger Lab and Department of Oceanography leadership at Texas A&M University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the Department of Oceanography leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – 1:30 pm, 22 March 2021
 - Dr. Shari Yvon-Lewis, Oceanography Department Head
 - Dr. Chrissy Wiederwohl, Oceanography Assistant Department Head for Engagement and Graduate Affairs
 - Dr. Jason Sylvan, Oceanography Assistant Department Head for Academics and Undergraduate Affairs
- 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 to execute plans at organization


We are committed to URGE's primary objectives:

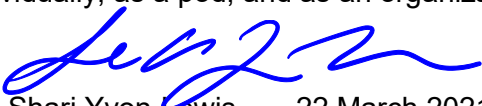
1. Deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience¹
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies^{2,3}
3. Share, discuss, and modify 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 Texas A&M University's Department of Oceanography, including methods for measuring and reporting progress.

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


Katie Shamberger 22 March 2021
Pod Leader Date


Shari Yvon-Lewis 22 March 2021
Department Head Date

Pod Members: Ally Savoie, Tacey Hicks, Mahima Yogesh, Jose Martinez

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>