



URGE Pod Agreement for Department of Geosciences, Smith College

This agreement is between the Smith GEO Pod and the Geosciences Department at Smith College. 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 - Wed. Jan. 27th ○ (Sara Pruss, Geosciences Dept. Chair)
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - Smith Geosciences Department leadership is continually attending regular pod meetings (bi-weekly)
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD, week of May 17th (end of Smith Spring semester)

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 Smith College including methods for measuring and reporting progress. We are committed to pursuing these objectives individually, as a pod, and as an organization.

____ Greg de Wet_ (Smith GEO pod leader) _____ 2/5/21 _____

_____ Sara Pruss (Department Chair) _____ 2/5/21 _____

Pod Members: Greg de Wet, Sara Pruss, Sarah Mazza, Jack Loveless, Bosiljka Glumac, Mark Brandriss, & Amy Rhodes.

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>