

URGE Pod Agreement for South Dakota School of Mines and Technology.

This agreement is between the South Dakota Mines Pod and University/Organization Leadership, President Jim Rankin, at South Dakota School of Mines and Technology. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- 2 February 2021 (9-10 am): Introduction to URGE and Discussion of Pod Goals
 - *Attendees*: Pod Members
 - *Goals*: Establish Pod Guidelines (Deliverable 1) and Develop Pod Agreement
- 9 February 2021 until 11 May 2021 (9-10 am): Invitation for leadership to attend all regular Pod meetings via Zoom
 - Dr. Jim Rankin, President of South Dakota Mines
- 23 February 2021 and 4 May 2021 (9-10 am): Planned leadership attendance at Pod meetings

We are committed to URGE's primary objectives:

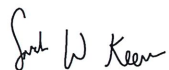
1. Deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience¹
2. Use existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies^{2,3}
3. Share, discuss, and modify 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 awareness and challenge our own biases and viewpoints with the aid of our other Pod members.
3. Work with and learn from the Committee for Inclusions and Diversity at SD Mines to develop an anti-racism Action Plan with actions specific to issues at SD Mines.

We are committed to pursuing these objectives individually, as a Pod, and as an Organization.

Dr. Sarah Keenan



16 Feb. 2021

Pod Leader Date

President Rankin



2-26-2021

Uni./Org. Leadership Date

Pod Members: Laurie Anderson (GGE), Scott Beeler (EMES), Daniel Dolan (ME), Nathaniel Fox (MoG), Kayleigh Johnson (MoG), Darrin Pagnac (GGE)

¹R. 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>