



---

## URGE Pod Agreement for University of California, Merced

This agreement is between the UC Central Valley URGE Pod, the Stable Isotope Ecology Group Pod and ES Grad Group Chair Martha Conklin at the University of California, Merced. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pods have the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 – Introduction to URGE and Discussion of Pod Goals - Date/Time TBD
  - Jessica Blois, Robin Trayler, Martha Conklin
- Meeting 2 – Invitation for ES leadership to attend a regular pod meeting. The UC Central Valley Pod meets Fridays at 3-4pm and the Stable Isotope Ecology Group Pod meetings alternate Fridays at 11:30 – 12:45pm. The curriculum is indicated <https://urgeoscience.org/curriculum/>.
- Meeting 3 – Presentation of Pod Proposal and Actions with the ES DEI committee – May 18, 2021 @ noon (with invitation to ES Chair Conklin to join as well)

The UC Merced URGE pods 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
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

Specifically, through our work within the UC Central Valley Pod and the Stable Isotope Ecology Group Pod, we aim to create a just and equitable work environment by:

1. Discussing and assessing the racial justice, equity, and inclusivity of the communities we interact with at UC Merced;
2. Providing a space to learn about and strategize tangible action items related to anti-racism;
3. Make Graduate Group Chair Martha Conklin, the ES DEI committee, and the rest of the ES grad group aware of our efforts;
4. Promote awareness of and competency in EDI within the ES graduate group;
5. Assess and improve graduate group policies and practices with respect to EDI;
6. Link up the URGE deliverables with ES needs to the greatest extent possible.

<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>

# URGEO

## Unlearning Racism in Geoscience

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

\_\_\_\_\_  
Rebecca Ryals, Pod Leader    Date

\_\_\_\_\_  
ES Chair Martha Conklin    Date

\_\_\_\_\_  
Robin Trayler, Pod Leader    Date

***UC Central Valley Pod Members:***

*UC Merced:* Asmeret Asefaw Berhe, Marco Bell, Jessica Blois, Shelby Defeo, Teamrat Ghezzehei, Brendan Harrison, Anna Jurusick, Claire Lukens, Rebecca Ryals, Corey Shaver

*UC Davis:* Sage Lee, Marissa Levinson, Kim Luke, Yara Pasner

***UC Merced Stable Isotope Ecology Group Pod Members:***

Robin Trayler, Maya Morris, Carolyn Cochran, Alyssa Valdez, Gina Palefsky, Pedro Valencia Landa, Rachel Chan, Gabriele Larocca Conte, Jonathon Kuntz