

URGE

Unlearning Racism in Geoscience

Susquehanna
UNIVERSITY

URGE Pod Agreement for Susquehanna University

This agreement is between Susquehanna University URGE Pod and Provost Dave Ramsaran. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) leaders have the following meetings scheduled with Provost Ramsaran:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - 2/2/21, 10:00 am
 - Pod leader Kathy Straub, Chief Inclusion and Diversity Officer Michael Dixon, Provost Dave Ramsaran
- Meeting 2 - Provost Dave Ramsaran attends a regular pod meeting - 3/25/21, 1:30 pm
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - 5/20/21, 11:30 am
 - Pod leader Kathy Straub, Chief Inclusion and Diversity Officer Michael Dixon, Provost Dave Ramsaran

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 University/Organization including methods for measuring and reporting progress.


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

Signature


Pod leader

Date
02/01/2021

Date

Signature


Uni./Org. Leadership Date

Pod Members: Danielle Brown, Michael Dixon, Jennifer Elick, Alissa Packer, Michael Parra, Peggy Peeler, Matt Persons, Jan Reichard-Brown, Erin Rhinehart, Kathy Straub, Tammy Tobin, Matt Wilson

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>






URGE Susquehanna University Leadership Agreement

Final Audit Report

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