



URGE Pod Agreement for Syracuse University

This agreement is between Syracuse University URGE Pod and Earth and Environmental Sciences Department Leadership at Syracuse University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University Leadership:

- Meeting 1- Introduction to URGE and Discussion of Pod Goals- Feb 19th, faculty meeting
- Meeting 2- Meeting Department Chair, date TBD
 - Jeffrey A. Karson, Department Chair & Jessie Page, Heroy Professor
- Meeting 3- Follow up discussion of Pod Proposal and Actions, date TBD
 - Jeffrey A. Karson, Department Chair & Jessie Page, Heroy Professor. Invitation extended to the executive committee.

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 department.
2. Develop an anti-racism Action Plan with actions specific to issues at our department, including methods for measuring and reporting progress. This plan will be adaptable and actionable in order to facilitate an expansion to a University-wide plan.

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

Pod Leaders:

Eliza Hurst & Claire Rubbelke

Leadership:



Pod Members: Eliza Hurst, Ruta Basijokaite, Claire Rubbelke, Laura Streib, Shaidu Shaban, Jeffrey Wade, Briana Edgerton, Daniel Phillipi, Joshua Owens, Favour Epuna, Peter Brennan, Lidiia Iavorivska, Laura DeMott, Zackary Lepage

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>