URGE Pod Agreement for Penn State University – College of Earth and Mineral Sciences

This agreement is between The Pennsylvania State University Meteorology and Atmospheric Science Unlearning Racism in Geosciences (URGE) Pod and the College of Earth and Mineral Sciences at The Pennsylvania State University. Our URGE (www.urgeoscience.org) pod has the following meetings scheduled with the Leadership of The Pennsylvania State University’s College of Earth and Mineral Sciences (EMS):

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – October 31, 2022
  Dr. Lee Kump, Dean of the College of Earth and Mineral Sciences
  Dr. Zuleima Karpyn, Associate Dean for Graduate Education and Research
  Dr. Yvette Richardson, Associate Dean for Undergraduate Education
  Dr. Victoria Sanchez, Associate Dean for Educational Equity
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – November 17, 2022
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – April 2023

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 Meteorology and Atmospheric Science.
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.

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 in the Department of Meteorology and Atmospheric Science at The Pennsylvania State University including methods for measuring and reporting progress.

2 https://notimeforsilence.org/
3 https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences
We are committed to pursuing these objectives individually, as a pod, and as an organization.

Pod Leader Natasha Miles  11/1/2022
Pod Leader Amber DeCosmo  11/1/2022
Pod Leader Eugene Clothiaux  11/1/2022

Dean Kump  11/1/2022
Assoc. Dean Karpyn  11/1/2022
Assoc. Dean Richardson  11/1/2022
Assoc. Dean Sanchez  11/1/2022
Department Head Stensrud  11/1/2022

Penn State Meteorology and Atmospheric Science Pod Members:

Kevin Bowley  Jena Jenkins
Jacob Carstens  Melissa Gervais
Chaunce Cartledge  Maria Herrmann
Lyn Comer  Sukyoung Lee
Kenneth Davis  Rob Lydick
Jenni Evans  Paul Markowski