

URGE

Unlearning Racism in Geoscience



Department of Meteorology and
Atmospheric Science

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 Science¹.
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.

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.

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>

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

<p><i>Natasha L. Miles</i></p> <p>_____ 11/1/2022</p> <p>Pod Leader Natasha Miles Date</p>	<p><i>Dean Kump</i></p> <p>_____ 11/1/2022</p> <p>Dean Kump Date</p>
<p><i>Amber DeCosmo</i></p> <p>_____ 11/1/2022</p> <p>Pod Leader Amber DeCosmo Date</p>	<p><i>Assoc. Dean Karpyn</i></p> <p>_____ 11/1/2022</p> <p>Assoc. Dean Karpyn Date</p>
<p><i>Eugene E. Clothiaux</i></p> <p>_____ 11/1/2022</p> <p>Pod Leader Eugene Clothiaux Date</p>	<p><i>Yvette Richardson</i></p> <p>_____ 11/1/2022</p> <p>Assoc. Dean Richardson Date</p>
	<p><i>Victoria E. Sanchez</i></p> <p>_____ 11/1/2022</p> <p>Assoc. Dean Sanchez Date</p>
	<p><i>Stensrud</i></p> <p>_____ 11/1/2022</p> <p>Department Head Stensrud Date</p>

Penn State Meteorology and Atmospheric Science Pod Members:

Kevin Bowley
 Jacob Carstens
 Chance Cartledge
 Lyn Comer
 Kenneth Davis
 Jenni Evans

Jena Jenkins
 Melissa Gervais
 Maria Herrmann
 Suyoung Lee
 Rob Lydick
 Paul Markowski

Sam Murphy
Ray Najjar
Jon Nese
Myah Rather

Yvette Richardson
Lydia Spychalla
Dave Stensrud
Aidan Thayer
Daniel Wesloh