
URGE Pod Agreement for University of Utah – College of Mines and Earth Sciences

This agreement is between University of Utah Pods 1-2-3 and CMES Leadership. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) Pods request the following meetings and agreements:

- Meeting 1 – Introduction to URGE and discussion of pod goals
 - February 22, 2021 – CMES Executive Committee Meeting. Pod leaders to connect with all CMES Chairs, Dean, and other leadership to discuss URGE curriculum, goals, and expectations
- Meeting 2 – URGE progress update
 - March-April 2021 – Additional meetings with Dean, Chairs, CAID, etc. to develop and employ action items. Reach out to College of Science and College of Engineering to discuss synergistic activities
- Meeting 3 – Presentation to upper administration on URGE Pod outcomes and next steps
 - May-June 2021 – present outcomes and discussions with UU VP-level offices (Research, Faculty, etc.) and other parties

We are committed to URGE’s primary objectives:

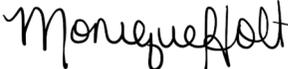
1. Deepen the community’s knowledge of the effects of racism on the participation and retention of Black, Brown, and Indigenous people in Geoscience.
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies.
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

We are committed to our pod objectives:

1. Discuss and assess the racial justice, equity, diversity, and inclusivity of our organization.
2. Develop an anti-racism Action Plan with actions specific to issues in the University of Utah College of Mines and Earth Sciences, including methods for measuring and reporting progress.
3. Discuss all institutional actions with pod members before implementation.

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

Signatures *Date*
 2/12/2021

 2/12/2021

 2/12/2021

Signatures *Date*
 2/12/21

UU Pod Leaders