

## URGE Pod Agreement for Lamont Campus

The Lamont Pod members span multiple institutions within Columbia University including Lamont Doherty Earth Observatory (LDEO), International Research Institute for Climate and Society (IRI), Center for International Earth Science Information Network (CIESIN), and the Department of Earth and Environmental Sciences (DEES). This agreement is between **URGELamont** and the collective leadership of these institutions.

Our URGE Lamont pod has the following meetings scheduled with the Leadership:

Meeting 1 - Introduction to URGE and Discussion of Pod Goals - February 11th, 2021

Meeting 2 - Invitation for leadership to attend a regular pod meeting - Open Invitation

Meeting 3 - Follow-Up Discussion - TBD

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's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our organization.
2. Continue to develop and implement anti-racist action items, building upon recommendations laid out in the LDEO, IRI, CIESIN anti-racism reports.

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

### Pod Leaders:

Arianna Varuolo-Clarke, Rachel Lupien, Ingrid Izaguirre, Mercedes Paulino, Kevin Uno, Hannah Sweets, Zhonghua Zheng, Bob Newton, Kuheli Dutt, Jennifer Middleton

Date: January 29, 2021

IRI Director: John Furlow 

CIESIN Director: Robert Chen 

LDEO Director: Maureen Raymo 

DEES Chair: Jerry McManus 

**Pod Members:**

Peltier, Carly	Sandstrom, Michael	Fiore, Arlene
Steckler, Michael	Myers, Elise	
Hines, Sophie	Biasutti, Michela	
Keisling, Benjamin	Schmidt, Jolynn	
Winckler, Gisela	Peteet, Dorothy	
Hurley, Sarah	Kaplan, Michael	
Giles, Sarah	Black, Erin	
Resnick, Drew	Creel, Roger	
Turner, Jacquelyn	Commane, Roisin	
Anderson, Weston	Habicht, Helen	
Harrison, Jamie	O'Mara, Nick	
Yuan, Xiaojun	Lamp, Jennifer	
Heusser, Linda	Moseley, Lauren	
Jasper, Claire	Spergel, Julian	
Kodama, Sam	Kastens, Kim	
Boytinck, Emily	Brenner, Logan	
Cooper, Sharon	Bartels, Cassandra	
Oelkers, Rose	Badgley, Grayson	
Case, Elizabeth	Acosta, Kailani	
Balter-Kennedy, Allie	Lenssen, Nathan	
Powell, Bristol	Munoz, Ángel G.	
Abell, Jordan	Olsson, Ann	
Tolstoy, Maya	Birnbaum, Janine	
D'Andrea, William	Zappa, Christopher .	
Jones, Spencer	McManus, Jerry	
Kingslake, Jonny	Slagle, Angela	
Dowden, Justine	Song, Dongping	
Tuholske, Cascade	deRoberts, Nicole	
Hultquist, Carolynne	Connolly, Craig	
Adamo, Susana B.	Braun, Melody	
Hoenisch, Baerbel	Chesley, Christine	
Baptista, Sandra	Schaefer, Joerg	