This agreement is between the Midwest Area Pod and the College of Science, Engineering, and Technology at Minnesota State University, Mankato (MSUM). Our Unlearning Racism in Geoscience (URGE; https://urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 5 – Admissions and Hiring Policies (week of March 15 or 22)
  - Dr. Aaron Budge, Dean of College of Science, Engineering, and Technology, MSUM
- Meeting 8 – Asset Map of Resources to Support People of Color (week of April 12 or 19)
  - Dr. Laura Yin, Associate Dean of College of Science, Engineering, and Technology, MSUM

In addition, Drs. Budge and Yin agree to commit to a follow up meeting with the Pod or Pod Leader to discuss the process of implementing these policies in the college.

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. Develop an anti-racism Action Plan with actions specific to issues at University/Organization including methods for measuring and reporting progress.

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

Pod Members: Chad Wittkop (lead), Megan Barnett, Suzanne Birner, Beth Fisher, Brittany Hupp, Allison Jones, M. Carol McCartney, Christine Witkowski, Matthew Witte

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2. https://notimeforsilence.org/