URGE Pod Agreement for Mizar Imaging Leadership

This agreement is for the Mizar Imaging Leadership. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod meets weekly.

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 microscopy and related field\(^1\)
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 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 Mizar, including methods for measuring and reporting progress.

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

Signature

Onjali Scott Price
Pod Leader(s)

Date
Feb 9, 2021

Pod Members:
Joel Smith
Christopher Baumann
Paul Maddox

---

\(^2\) https://notimeforsilence.org/
\(^3\) https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences