SEA URGE Pod Agreement

Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod includes membership by the president of the organization and the chair of the board of trustees. We plan to schedule the following meetings to share our work with the entire SEA organization, including the full SEA Leadership and Board of Trustees:

- Ongoing mention of URGE updates in Bi-weekly All-Hands Emails with link to URGE session webpages
- Ongoing conversations between pod members and Board members throughout the URGE program
- Meeting 1 – Presentation of Pod Proposed Actions to all staff (All-Hands, including ships’ crew) for feedback - TBD
- Meeting 2 – Presentation of Pod Proposed Actions to Board of Trustees - TBD
  - Schedule additional meetings here to execute plans

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 the racial justice, equity, and inclusivity of our organization (Current state)
2. Identify opportunities to improve our organization’s approach to DEI (Growth areas)
3. Choose top priorities of actions we will take as an organization, i.e. Action Plan (SMART Objectives)
4. State how we will evaluate our progress against our objectives (Measuring performance)

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

Signature
Date

Pod Leader:

Kara Lavender Law   Feb. 12, 2021
Pod Members:
Craig Marin       Feb. 12, 2021
Crickett Warner  12 February 2021
Jessica Donohue  12 Feb. 2021
Jessica McWade   16 Feb. 2021
Emily Dailey      16 Feb. 2021
Olivia Lord       17 Feb. 2021
Paul Joyce        17 Feb. 2021
Peg Brandon       17 February 2021
Heather Page      19 Feb. 2021
Jeff Schell       19 Feb. 2021
Allison Taylor    19 Feb. 2021
Erin Bryant       19 Feb. 2021