URGE Pod Agreement for West Los Angeles College

This agreement is between the West Los Angeles College (WLAC) representative of the SoCal Community Colleges Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod and Academic Affairs at WLAC. WLAC faculty and administration have the following meetings scheduled:

- Meeting 1 – Introduction to URGE and Discussion of Pod Goals – February 9, 10am
  ○ (Jennifer Cole, Assistant Professor and URGE pod leader, and Walter Jones, Dean of Academic Affairs and chair of the Black Student Success Taskforce)
- Meeting 2 – Invitation for administration to attend the next meeting of the URGE pod – February 11, 11am
- Meeting 3 – Invitation for pod representative to attend the next meeting of the Black Student Success Taskforce – February 11, 12:30pm
- Meeting 4 - Follow-Up Discussion of Pod Proposal and Actions – TBD (early May)

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.

Jennifer Cole 2/9/2021 Walter Jones 2/9/2021
Pod Leader Date WLAC Dean Date

West Los Angeles College representative in the SoCal Community Colleges Pod: Jennifer Cole

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