URGE Pod Agreement for WHOI MC&G Pods

This agreement is between WHOI MC&G Pods 1-3 and the Marine Chemistry and Geochemistry Department at the Woods Hole Oceanographic Institution. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and discussion of pod goals - **Early April**
  - Pod leaders + MC&G leadership
- Meeting 2 - Invitation for leadership to attend a regular pod meeting
  - MC&G leadership attends regular pod meeting April - May
- Meeting 3 - Follow-up discussion of pod proposal and actions - **April-May**
  - Pod leaders + MC&G leadership + open to all pod members: presentation of actionable items in the coming months.
- Schedule additional meetings into 2022 to follow up discussion of proposal and actions - TBD, but planning on future meetings to check in on discussed topics in these months:
  - September 2021
  - February 2022

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

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

Rebecca Chmiel 2/8/2021
Sarah Hu 2/9/2021
Kalina Grabb 2/9/2021
Sheron Luk 2/12/2021

Pod Leader(s) Date Uni./Org. Leadership Date
Pod Members: FirstName LastName, FirstName LastName, etc.
Ellen Lalk
Lei Ma
Erin McParland
Katie Halloran
Scott Wankel
Don Martocello
Colleen Hansel