URGE Pod Agreement for Western Washington University

This agreement is between the Western Washington University Pod and the Geology Department at Western Washington University. 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
  - 2/4/21 - Attended by Department Chair
- Meeting 2 - Invitation for leadership to attend a regular pod meeting
  - Date TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions
  - Date TBD

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: Katie Stelling, Allison Pfeiffer, Erin Gregory, Susan DeBari, Mai Sas, Ahna Nixon, Eston Worthington, Emily Roland, Sean Mulcahy, Ed Fordham, Jess Shulman, Savannah Silliman, Doug Clark, Casey Saenger

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