This agreement is between Wetland Soils & Greenhouse Gas Exchange Lab and the Faculty of Environment at the University of Waterloo. 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 – January 21\textsuperscript{st}, 2020, 3:00pm EST
- Meeting 2 - Invitation for leadership to attend a regular pod meeting ~ April /TBD
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions ~ September / 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\textsuperscript{1}
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies\textsuperscript{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 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: Abigail Shingler, Maria Strack, Jennifer Fliesser, Megan Schmidt, Miranda Hunter, Tasha-Leigh Gauthier, Natalija Nikolic, Nicole Balliston, Danielle Halle, Eleanor Bash, Lauren Samo, Tyler Hampton, Brandon Van Huizen

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