This agreement is between OU CAGS & MCEE POD and Leadership at the University of Oklahoma. 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 – Friday 26th February 2-3pm
  - Berrien Moore – Dean College Atmospheric & Geographic Sciences
  - Mike Stice – Dean Mewbourne College of Earth & Energy
  - Belinda Higgs Hyppolite – Vice President of Diversity, Equity, and Inclusion
  - Jane Irungu - Associate Provost for Inclusive Faculty Excellence
- Open Invitation for leadership to attend a regular pod meeting TBD
- Meeting 2 - Follow-Up Discussion of Pod Proposal and Actions – TBD last week April/first week of May (scheduling in progress)

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.

2 https://notimeforsilence.org/
3 https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences
We are committed to pursuing these objectives individually, as a pod, and as an organization.

Pod Leader(s)  Date
_______________   ________________
EMS             18 Feb 2021

Pod Leader(s)  Date
_______________   ________________
Emily Tinney    18 Feb 2021

Pod Leader(s)  Date
_______________   ________________
Xiaowei Chen    21 Feb 2021

Pod Members
Aisha Owusu
Tom Galarneau
Amy McGovern
Emily Tinney
Olivia VanBuskirk
Naoko Sakaeda
Cameron Homeyer
Lynn Sorghan
Megan Elwood Madden
Brett Carpenter
Hamidreza Karami
Morgan Woodle
Elinor        Martin
Emma         Kuster
Sadi ksha    Rai
Matthew       Flournoy
Elisa         Murillo
Patrick       Hyland
Ben           Schenkel
Derek         Rosendahl
Kato          Dee
Greg          McFarquhar
Brian         Greene
Patrick       Skinner
Charles       Kuster
Hrag          Najarian
Petra         Klein
Xiaowei       Chen
Mashhad       Fahes
Andy          Elwood Madden
Zach          Williams
Amanda        Murphy
Aaron         Johnson
Kelsey        Britt
Randy         Chase