

VIMS/W&M URGE POD AGREEMENT

This agreement is between the **VIMS/W&M Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) Pod** and the leadership of the **Virginia Institute of Marine Science (VIMS)** and **William & Mary (W&M)**.

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 Geoscience¹ and Marine Sciences
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies^{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 the objectives of the VIMS/W&M Pod:

Institutional Goal: Support institutional engagement towards further development of VIMS/W&M as leaders in JEDI (justice, equity, diversity, and inclusion) within academic institutions and the sciences

- Identify the official stances of W&M and VIMS on racial justice, and the written and unwritten rules that support or discourage inclusion, and discuss and suggest strategies for creating formal change at a range of scales and levels of advocacy (e.g., lab group, department, unit) to enhance a culture of inclusivity. Such recommendations will be made through established groups already engaged in JEDI work (e.g., VIMS DiveIn).
- Prioritize increasing the diversity of the faculty, staff, and students by brainstorming programmatic and monetary changes to succeed in admissions, recruitment, hiring, and retention of Black, Indigenous, and People of Color (BIPOC) individuals.
- Recommend additions of actionable items in support of existing initiatives including methods for measuring and reporting progress within our community. Such items will be enhanced by the multi-institutional collaboration and idea sharing made possible by the URGE program and also by the joint involvement of VIMS and W&M members of this pod.
- Increase individual-level participation in activities and behaviors that support JEDI through increased participation in JEDI-focused events, continuous engagement in JEDI-associated topics at the lab/unit level, and sharing URGE exercises and discussion outcomes with university-wide JEDI groups (e.g., VIMS DiveIn; W&M Geology DEI Committee).

Individual & URGE-Specific Goals:

- Self-education on JEDI issues, including broadening knowledge of JEDI scholarship, building self-awareness, recognizing implicit bias, and improving situational awareness, to improve ability to serve as an advocate/ally, and move from passive to actively anti-racist both in personal and professional settings.
- Seek to change individual and group behavior through peer education, accountability, and awareness, with outcomes extended to peers, instructors, and supervisors at the department, unit, and institutional levels.

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

A comprehensive list of the VIMS/W&M URGE Pod membership and supporting VIMS and W&M leadership is provided on the appended page.

¹ R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

² <https://notimeforsilence.org/>

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

VIMS/W&M LEADERSHIP

John T. Wells, VIMS Dean & Director

Amy E. Fisher, Executive Director, VIMS Advancement & VIMS Foundation

Fanchon Glover, W&M Chief Diversity Officer

Mark W. Luckenbach, VIMS Associate Dean of Research and Advisory Services

Joseph Martinez, VIMS Chief Operations Officer

DaNika N. Robinson, VIMS Chief Financial Officer

Linda C. Schaffner, VIMS Associate Dean of Academic Studies

VIMS/W&M URGE POD

(* - PODLET CO-LEADER)

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