



URGE Pod Agreement for Toolik Field Station

This agreement is between the Toolik Field Station (TFS) URGE pod and the Toolik Field Station Management within the Institute of Arctic Biology at the University of Alaska Fairbanks. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the TFS Management Team:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - 1/28 at 13:00 AKST
 - TFS Management Team
 - Sydonia Bret-Harte - PI of the NSF CA and Science Co-Director of TFS
 - Brian Barnes - Science Co-Director of TFS, Director of IAB
 - Michael Abels - Associate Director of Compliance and External Affairs
 - Faustine Bernadac - Facility Supervisor/Station Manager
 - Amanda Young - Spatial and Environmental Data Center Manager
 - Skye Greer - Fiscal Professional
- Meeting 2 - Invitation for leadership to attend a regular pod meeting. A commitment to attend a pod meeting has been agreed to. The exact timing of this attendance is TBD
- Meeting 3 - Follow-up Discussion of Pod Proposals and Actions - TBD
 - Meet with the TFS Management team upon the conclusion of the URGE program to discuss the deliverables developed during the URGE program and how to implement them. These plans will then be shared with the TFS Steering Committee.

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 experience 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 racial justice, equity, and inclusivity in scientific field settings, particularly within our organization, Toolik Field Station.
2. Develop a plan for improving the anti-racist actions and policies specific to issues at Toolik Field Station. These include, but are not limited to, making the field station more inclusive, enhancing community accountability, promoting inclusive hiring practices, and developing methods for measuring and reporting progress on the inclusivity and anti-racist policy goals.

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

Amanda Young 2/12/2021
Pod Leader(s) Date

M. Sydonia Bret-Harte 2/12/2021
Uni./Org. Leadership Date

Pod Members: Amanda Young, Sarah Messenger, Jeffrey Perala-Dewey, Ruby An, Pete Reynoldson, Faustine Bernadac, Dave Wesolowski, Erin VanderJeugd, Adrian Rocha, Haley Dunleavy, David A. Watts, Michael Weintraub, Stephen Goetz, Randy Fulweber, Sydonia Bret-Harte