

CA - Area Pod Agreement

The individuals in our pod are students, faculty, and researchers spread across several academic and non-academic institutions in California and Hawaii. Our agreement may be somewhat different than other groups' in that it has been crafted only by the individuals in our pod; no institutional leadership has been involved. Our agreement is split into personal and professional goals. Each individual has their own unique set of goals as they learn about the subject of racism, their institutions' policies, and how they will connect to our institutions' plans. Below, we summarize those goals.

Self-Growth Goals:

- 1) Learn about racism in a safe but challenging environment. As such, members will be watching URGE interviews, completing readings, and attending as many group meetings as possible (considering our schedules at each institution).
- 2) Many of us are faculty and TAs at academic institutions; therefore a major goal is to improve the experience of our students of color, both with regards to research and in the classroom in order to better retain students in our disciplines. For those of us who are not in academic settings, our goal is to better understand how these topics impact our colleagues and coworkers with aims to improve our diverse colleagues' work experiences.
- 3) We recognize the importance of regular reflection in helping us to begin to see our privilege more easily as well as recognize injustices to others. Several of us have a goal of recording our reflections daily or several times a week, in the form of a "privilege" journal (similar to practice of a gratitude journal).

Curating Goals:

- 1) Find, share, and compare resources, best practices, and notes from our institution's diversity, equity, and/or racial justice policies and programs, with the aim to implement good ideas from other institutions at our home institution.
- 2) Group members have begun to find and share resources that we are familiar with from outside of the URGE curriculum. Our group will craft a document organizing and highlighting these resources; this resource document will be shared more broadly with our institution's leaders and other interested groups.

Connecting to our Institutions' Plans:

- 1) Each of us will identify how we can link our work into the broader diversity, equity, and inclusion goals of our institutions. For many of us, this will involve setting up a meeting with leadership at the department or institutional level or discussing with our supervisors.