

## UCSB Pods agreement

This agreement is between the UCSB Pods and leadership at the University of California Santa Barbara. The Geography & Marine Science Pod is a group of graduate students, researchers, staff, and faculty in the Departments of Geography and Marine Science who are engaged in anti-racist discussions and activities provided by Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)). Likewise, the Earth Science Pod is a group of undergraduates, graduate students, and faculty. Meaningful reform cannot be accomplished at the individual or departmental level alone and requires the support of University leadership. With this in mind, our Superpod has the following meetings scheduled with UCSB leadership.

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - Feb 18, 2021, 2 pm
- Meeting 2 - Invitation for leadership to attend a regular pod meeting was extended on Feb 18
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD

Additional meetings will be scheduled as necessary to enact the necessary reforms.

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 UCSB including methods for measuring and reporting progress

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

### *Pod Leader*

Nick Nidzieko (Geography & Marine Science), Allyson Randall (Earth Science)

### *Pod Members*

#### Marine Science Sub-pod

Alyson Santoro, Brandon Stephens, Craig Carlson, Dave Siegel, Debora Iglesias-Rodriguez, Deron Burkepille, Eleanor Arrington, Elisa Romanelli, Erika Eliason, Halley Froehlich, Holly Moeller, Justine Albers, Kelly Tingle, Lizzy Wilbanks, Luke Carberry, Mark Brzezinski, Michael Maniscalco, Nick Baetge, Nicola Paul, Sasha Kramer

#### Geography Sub-pod

Angie Davies, Chelsie McWhorter, Crystal Bae, Kelly Velazquez, Liz Ackert, Marian de Orla-Barile, Merissa Coello, Nakoa Farrant, Natasha Krell, Rachel Green, Stuart Sweeney, Vania Wang, Will Turner

## UCSB Pods agreement

### Earth Science Pod

Susannah Porter, Judy Pu, Devin Rand, Lena Capece, Yann Ricard, Lindsay Buff, Nicoletta Browne, Sarah Gerenday, Adrian Tasistro-Hart, Andy Wyss, Elianne Gutierrez, Heda Agic, Amy Moser