
URGE Pod Agreement for UNCW Earth and Marine Sciences

This agreement is between the UNCW Earth and Marine Sciences pod and our Center and University (Center for Marine Science and UNC Wilmington). Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has requested the following meetings with the University/Organization Leadership (Drs. Donyell Roseboro (Interim Chief Diversity Officer), Jamie Winebrake (Provost and Vice Chancellor for Academic Affairs), and Chris Finelli (Interim Executive Director of Marine Science)).

- € Meeting 1 - Introduction to URGE and Discussion of Pod Goals – Introduction and Discussion of Pod Goals is currently taking place via email.
- € Meeting 2 - Invitation for leadership to attend a regular pod meeting – All have been invited to a March 9th and/or 23rd regular meeting.
- € Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – May 2021, date TBD

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
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 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 in the earth and marine sciences at UNCW including methods for measuring and reporting progress.
3. We will discuss the suggestions and implement procedures described in Dutt (2021) *Addressing racism through ownership*.

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

 <u>Phil Bresnahan</u> Pod Leader(s)	12-Feb-21 _____ Date	 <u>Doug Gamble, Chair</u> Uni./Org. Leadership	12-Feb-21 _____ Date
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Pod Members: Troy Alphin, Phil Bresnahan, Doug Gamble, Joanne Halls, Andrea Hawkes, Winn Johnson, Stephanie Kamel, Shannon Klotsko, Todd LaMaskin, Qianqian Liu, Yvonne Marsan, Ralph Mead, Scott Nooner, Ata Suanda

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>