URGE Pod Agreement for USGS New York Water Science Center- Peer Support Workers and Center Leadership

This agreement is between the peer support workers of New York Water Science Center and the leadership team at the USGS New York Water Science Center. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the leadership team:

- Meeting 1 Introduction to URGE and Discussion of Pod Goals -ASAP
- Meeting 2 Report on Progress of URGE Pod Late April
- Meeting 3 Follow-Up Discussion of Pod Proposals and Actions Mid July

The leadership team will be represented by Rob Breault, Stephen Terraciano, and Gary Wall.

We are committed to URGE's primary objectives:

- Deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience¹
- Use the existing literature, expert opinion, and personal experiences to develop antiracist policies and strategies^{2,3}
- 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:

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- 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 NYWSC, including methods for measuring and reporting progress.
- 3. In response to the executive order (see here), we will determine best practices for including racial equity in our science objectives.

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

Signature		Date	Signature	Date
Pod Leader	 Date	Uni./C	Org. Leadership Date	
Pod Member	s: Banu	Bayraktar, Nicole Casamassin	ıa, Sabina Perkins, Chri	s Schubert, Liv