



URGE Pod Agreement for USGS/Woods Hole

Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod supports the USGS mission and is responsive to Executive Order 13985, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government. Our pod plans to have our three podlets hold meetings on the second Tuesday of each session:

Session	Topic	Deliverable	Inclusivity Tip
1) 1/26	Racism and Definitions	Group Norms and Pod Agreements	Finding Your Voice
2) 2/9	Racism and Individuals	Policy for Dealing with Complaints	Why Pronouns
3) 2/23	Racism and History	Statistical Analyses of Program and its History	Finding Your Community
4) 3/9	Racism and Justice	Policies for Working with Communities of Color	Land Grab Acknowledgement
5) 3/23	Racism and Accessibility	Admissions and Hiring Policies	Letters of Recommendations
6) 4/6	Racism and Inclusivity	Lab and Field Code of Conduct	Nominations for Awards
7) 4/20	Racism and Self Care	Asset Map of Resources to Support People of Color	Self Care, Mental Health, & Emails
8) 5/4	Racism and Accountability	Policy Booklet with Summary	Staying Resilient

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 the USGS.*
2. *Develop an anti-racism Action Plan specific to issues at the USGS, including methods for measuring and reporting progress. The Livingston Report provides a local (Woods Hole) set of action items and recommendations that can be used as a starting point for action and assessing progress.*
3. *Recommendations based on Session Deliverables will be presented to USGS leadership for consideration at the Center level as well as to the USGS Executive Leadership Team (ELT) and Civility and Inclusion Council (CIC).*

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

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>