URGE Pod Agreement with The University of Southern Mississippi, School of Ocean Science and Engineering, Division of Marine Science

This agreement is between the 'USM Marine Science Pod' and the School of Ocean Science and Engineering at The University of Southern Mississippi

Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod will request a meeting with our Director, Joe Griffitt to discuss the results of our work in this course and policy development at the conclusion of our course. The course runs from January 18 to May 7, 2021. The planned deliverables from this group include development of draft policies on how to deal with racism complaints, an analysis of our program's statistics and history, how to work with communities of color, admission and hiring policies, a lab and field code of conduct, an asset map of resources to combat racism, and a policy on accountability.

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[1]
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 pursuing these objectives individually, as a pod, and as an organization.

Christopher Hayes 2/10/2021
Pod Leader Date

Joe Griffitt 2/16/2021
USM, SOSE Director Date

Pod Members: Laura Whitmore, Amy Moody, Sarah Raney, Alan Shiller, Neil Redmond, Shaily Rahman, Stephan Howden, Nadine Doiron, Courtney Bouchard, Lillian Pearson, Carrie Miller, Clayton Dike, Melissa Gilbert, Bethany Pertain

[1] Bernard, R.E., E. H. G. Cooperdock, 2018. No progress on diversity in 40 years. *Nature Geoscience* 11, 292-295. https://doi.org/10.1038/s41561-018-0116-6
[2] https://notimeforsilence.org/
[3] https://www.change.org/p/geoscientists-call-for-a-robust-anti-racisim-plan-for-the-geosciences