



## University of Washington College of the Environment Academic Leads Pod Agreement

This agreement is among the academic leadership in the College of the Environment. Individual members of our pod are working to schedule meetings with other UW Pods including:

- Quaternary Research Center
- Quaternary Research Center Pod 2
- UW ESS Grad Students and Postdoc Pod
- UW SEFS
- Young Petrology and Geochemistry Pod [led by UW's Cailey Condit, members from other universities.]

in order to

- Learn from other Pods about their experiences, critical analyses, and strategic priorities
- Foster ongoing discussion on progress towards action plans, potentially including coordination with other URGE Pods.

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. To be open and transparent about what we as an academic leadership Pod are seeking to do and why we have identified specific goals.
2. Fully engage in the URGE curriculum to refine and deepen our individual and collective goals and to prioritize strategies. To engage with the curriculum through introspection and critical, systemic analysis.
3. Reaching out across the College to other pods to learn from them, to understand their priorities for action and to facilitate collaborations and alliances that increase the likelihood of anti-racist action plans and policies.

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

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Lisa J. Graumlich, Dean

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Julia Parrish, Associate Dean, Academic Affairs

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Bruce Nelson, Associate Dean, Research

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Dan Brown, Director, School of Environmental and Forest Sciences