

This agreement is between the SEFS Pod and SEFS Leadership at the University of Washington. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Invitation for leadership and Diversity Equity and Inclusion Committee (DEIC) to attend a regular pod meeting - Date/Time or TBD, admin has committed to meeting but has not set a time yet.
- Meeting 2 - Follow-Up Discussion of Pod Proposal and Actions with leadership and DEIC - Date/Time or TBD, admin has committed to meeting but has not set a time yet.

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 work with our DEIC to refine, improve and implement the schools' DEIC plan.
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. Engage with the schools DEIC and use our power to leverage action on the plan within our organization.

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

Signature Date Signature Date

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Pod Leader(s) Date Uni./Org. Leadership Date

Pod Members: Bryce Bartl-Geller, Van Kane, Britt Johnson, Sarah Converse, Ashlee Abrantes, Benjamin Lloyd Miller, Sofi Courtney, Pranab Roy Chowdhury, Courtney Bobsin, Jenna Morris, Christina Bjarvin, Mary Fisher, Laura Nelson