

URGE Pod Agreement for Woods Hole Oceanographic Institution Physical Oceanography Department

This agreement is between WHOI PO(d) and the Physical Oceanography (PO) Department Chair at Woods Hole Oceanographic Institution. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with our department leadership:

- Meeting 1: Introduction to URGE, discussion of Pod goals and how deliverables can complement existing policies at WHOI and in our department - Feb. 9, 1pm.
 - In attendance: Amy Bower, PO Department Chair and Mara Freilich & Jing He
- Meeting 2: Invitation for leadership to attend a regular pod meeting - Amy attended a pod meeting on Feb. 10, and we will send schedule for subsequent pod meetings
- Meeting 3: Follow-Up Discussion of Pod Proposal and Actions - TBD

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 our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our department, institution, and field of study.
2. Develop an anti-racism Action Plan with goals and actions specific to issues at WHOI's Physical Oceanography Department, including methods for measuring and reporting progress.

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

<u>Jing He</u>	<u>02/19/2021</u>	Amy S. Bower	2/19/2021
Pod Leader(s)	Date	Uni./Org. Leadership	Date

Pod Members (as of 2/14/2021): Katy Abbott, Jesse Anderson, Theo Carr, Eve Cinquino, Mathieu Dever, Effie Fine, Mara Freilich, Jing He, Alex Kinsella, Young-Oh Kwon, Isabela Le Bras, Glenn Liu, Amala Mahadevan, Jacob Partida, Nina Whitney, Weiguang Wu, Yue Cynthia Wu

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>