

## **URGE Pod Agreement for Woods Hole Diversity group**

This agreement is between the Woods Hole Diversity group. Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings scheduled with the University/Organization Leadership (note: Woods Hole Diversity Pod consists of 3 different organizations - Woodwell Climate, WHOI and UQAM):

- Meeting 1
  - Introduction to URGE and Discussion of Pod Goals - 1/26/21 5:30-6:30 pm
  - Gabriel Duran is Pod leader; the moderator of the sessions rotates weekly
- Meeting 2
  - Invitation for Dr. Philip Duffy (President and Executive Director of Woodwell Climate) to attend a regular pod meeting in the month of March.
- Meeting 3
  - Follow-Up Discussion of Pod Proposal and Actions - April
  - Schedule additional meetings here to execute plans at Woodwell Climate

### **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<sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>
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. Develop an anti-racism Action Plan with actions specific to issues at University/Organization including methods for measuring and reporting progress. We are committed to pursuing these objectives individually, as a pod, and as an organization.

### *Signature & Date (all members)*

Carl Churchill, Cartographer, Woodwell Climate Research Center.

Erin MacDonald, Research Assistant, Woodwell Climate Research Center

Kayleah Griffen, Engineer, Woods Hole Oceanographic Institute

Ben Weiss, Marine Robotics Engineer, Woods Hole Oceanographic Institute

Irene Duran, Calibration Technician, Woods Hole Oceanographic Institute

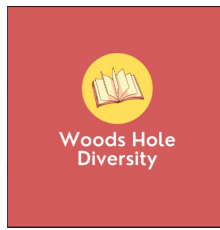
Gabriel Duran, MSc student, University of Quebec in Montreal

Sue Natali, Associate Scientist, Woodwell Climate Research Center

<sup>1</sup>R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

<sup>2</sup><https://notimeforsilence.org/>

<sup>3</sup><https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>



Monica Caparas, Research Assistant, Woodwell Climate Research Center  
Lindsay Scott, Research Assistant and Lab Manager, Woodwell Climate Research Center  
Bianca Rodríguez-Cardona, Postdoctoral Fellow, Université du Québec à Montréal  
Marcia Macedo, Associate Scientist, Woodwell Climate Research Center  
Darcy L. Peter, Research Assistant, Woodwell Climate Research Center (12 Feb 2021)

<sup>1</sup> R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

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