



URGE

Unlearning Racism in Geoscience

Leadership Pod Agreement for Woods Hole Interdisciplinary Pod

This agreement is between the *Woods Hole Interdisciplinary Pod* and *Bernhard Peucker-Ehrenbrink, Dept. Chair of Marine Chemistry & Geochemistry at Woods Hole Oceanographic Institution*. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with Organization Leadership:

Planned meetings with leadership:

- Pod Discussion with Bernhard Peucker-Ehrenbrink, MC&G Department Chair
Date: Tuesday March 23, 6:30-7:30 pm
Topic: Racism and Accessibility, Admissions and Hiring Policies
**Other Leadership Present: Rob Evans, G&G Department Chair*
- Follow-up Discussion with Bernhard Peucker-Ehrenbrink & Rob Evans
Date: **TBD** after May 4th
Topic: Pod recommendations for leadership



We are committed to URGE's primary objectives:

- Deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience¹
- Use the existing literature, expert opinion, and personal experiences to develop antiracist policies and strategies^{2,3}
- 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:

- Discuss and assess the racial justice, equity, and inclusivity of our organization.
- Develop an anti-racism Action Plan with actions specific to issues at Woods Hole Oceanographic Institution including methods for measuring and reporting progress.

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

	2/12/2021		02/12/2021
Pod Leader(s)	Date	Uni./Org. Leadership	Date

Pod Members:

Eily Allan, Dave Baekert, Pete Barry, Anya Brown, Sherly Castro, Andy Cross, Mike Fox, Maggie Johnson, Danielle Ramos, Alan Seltzer, Shannon Valley, Seth Zippel

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>