This agreement is between **CMNH Science & Research Pod** and **Senior Science** at **Carnegie Museum of Natural History (CMNH)**. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with **Senior Science**:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – 2/24/21 @ 2pm
  - Heather Hulton VanTassel, Assistant Director of Science and Research
  - Rose-Marie Muzika, Director of Science and Reserch
  - Laurie Giarratani, Director of Education Programs
  - Breann Thompson, Assistant Director of Education Programs
  - Grace Anderson, Assistant Director of Museum & Visitor Services
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - TBD
- 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 natural history sciences[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 organization.
2. Develop an anti-racism Action Plan with actions specific to issues at CMNH including methods for measuring and reporting progress.

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

Signature	Date	Signature	Date
[signature] ____2/5/2021_____		_Rose Marie Muzika_ Feb 22, 2021	
Pod Leader(s)	Date	Leadership	Date

Pod Members:
Carla Rosenfeld
Lisa Haney
Nicole Heller
Matt Lamanna
Tim Pearce
Rose-Marie Muzika
Jen Sheridan
John Wible
Jessica Landau

[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-racisim-plan-for-the-geosciences