
NMNH Geosciences Pod Agreement

This agreement is between the NMNH Geosciences Pod and those in leadership roles at the NMNH. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod plans to hold the following meetings with those in leadership roles:

1. **Meeting 1 - Introduction to URGE and discussion of pod goals**
 - Date/Time: TBD (to be held near the beginning of the URGE program, e.g. early March)
 - Attendees: NMNH Associate Director for Science and Chief Scientist Rebecca Johnson and other invitees at her discretion, Paleobiology Chair Gene Hunt, Mineral Sciences Chair Tim McCoy

2. **Meeting 2 - Invitation for leadership to attend a regular pod meeting**
 - Date/Time: TBD (during the program, Thursdays 12-1 through early May)
 - Attendees: Rebecca Johnson, others TBD based on scheduling

3. **Meeting 3 - Follow-up discussions of pod's key findings and proposed actions**
 - Date/Time: TBD (following conclusion of the program, May)
 - Attendees: NMNH Associate Director for Science and Chief Scientist Rebecca Johnson and others at her discretion, Paleobiology Chair Gene Hunt, Mineral Sciences Chair Tim McCoy

4. **Meeting 4 - Presentation of pod's key findings, discussions, and suggestions to the Paleobiology and Mineral Sciences departments**
 - Date/Time: TBD (following conclusion of the program, ~early June)
 - Attendees: Paleobiology Chair Gene Hunt, Mineral Sciences Chair Tim McCoy, all pod members, all department members

5. **Meeting 5 - Discussion of initiatives with other relevant committees within the museum**
 - Date/Time: TBD (following conclusion of the program, ~early June)
 - Attendees: Members of the Executive Team, Council for Inclusion, Diversity, Equity and Access (IDEA); NMNH Senate of Scientists Committee on Diversity, Antiracism, and Belonging (CDAB)

Additional Meetings:

The NMNH Geosciences pod plans to hold a follow-up meeting among pod members after the completion of the URGE program to discuss key actions, future directions, and practical areas where anti-racist strategies may be implemented within our departments and more broadly.

Date/Time: May 20th (tentative)

We are committed to URGE's primary objectives individually, as a pod, within our departments, and as an institution. Key objectives include:


1. Deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience¹
2. Discuss existing policies on racial justice, equity, and inclusivity within our departments and our institution
3. Use the existing literature, expert opinion, and personal experiences to develop anti-racist strategies^{2,3} that are specific to issues within the participating departments (Paleobiology, Mineral Sciences), including methods for measuring and reporting progress
4. Share, discuss, and further develop anti-racist strategies in conjunction with existing groups in the museum (CDAB, IDEA), within a dynamic community network, and on a national stage

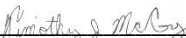
Pod leaders:

Paleobiology Podlet Leader Selina Cole  February 22, 2021

Mineral Sciences Podlet Leader Elizabeth Cottrell  February 22, 2021

Institutional Leaders:

Dept. of Paleobiology Chair Gene Hunt  February 23, 2021

Dept. of Mineral Sciences Chair Tim McCoy  February 22, 2021

NMNH Associate Director for Science and Chief Scientist Rebecca Johnson  February 19, 2021

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>

Pod Members:

Michael Ackerson
Camilla Alves Souto
Benjamin Andrews
Janine Andrys
Selina Cole
Caitlin Colleary
Catherine Corrigan
Elizabeth Cottrell
Gabriela Farfan
Clare Fieseler
George Guice
Leslie Hale
Kathy Hollis
Gene Hunt
Erica Jawin

Advait Jukar
Adam Mansur
Ioan Lascu
Adam Mansur
Matthew Miller
Karma Nanglu
Michelle Pinsdorf
Briana Pobiner
Nicholas Pyenson
Daniel Rasmussen
Juliana Troch
Jonathan Tucker
Scott Wing
Michael Wise
David Wright