



### URGE Pod Agreement for WHOI MC&G Pods

This agreement is between WHOI MC&G Pods 1-3 and the Marine Chemistry and Geochemistry Department at the Woods Hole Oceanographic Institution. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and discussion of pod goals - **Early April**
  - **Pod leaders + MC&G leadership**
- Meeting 2 - Invitation for leadership to attend a regular pod meeting
  - **MC&G leadership attends regular pod meeting April - May**
- Meeting 3 - Follow-up discussion of pod proposal and actions - **April-May**
  - **Pod leaders + MC&G leadership + open to all pod members:** presentation of actionable items in the coming months.
- Schedule additional meetings into 2022 to follow up discussion of proposal and actions - TBD, but planning on future meetings to check in on discussed topics in these months:
  - **September 2021**
  - **February 2022**

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 WHOI
2. Develop an anti-racism Action Plan with actions specific to issues at WHOI including methods for measuring and reporting progress

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

<u>Rebecca Chmiel</u>	<u>2/8/2021</u>	_____
<u>Sarah Hu</u>	<u>2/9/2021</u>	_____
<u>Kalina Grabb</u>	<u>2/9/2021</u>	_____
<u>Sheron Luk</u>	<u>2/12/2021</u>	_____
<i>Pod Leader(s)</i>	<i>Date</i>	<i>Uni./Org. Leadership Date</i>

Pod Members: FirstName LastName, FirstName LastName, etc.

Ellen Lalk

Lei Ma

Erin McParland

Katie Halloran

Scott Wankel

Don Martocello

Colleen Hansel