



URGE Pod Agreement for The Natural Capital Project

This agreement is between the Natural Capital Project (NatCap) Pod and the Leadership Team at The Natural Capital Project. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals ○ February 8, 2021: Initial introduction of URGE and pod goals to Mary Ruckelshaus and Anne Guerry as part of Seattle Team meeting on DEI
- 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 Geoscience¹
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 The Natural Capital Project including methods for measuring and reporting progress.
3. Coordinate and collaborate with on-going efforts in the Natural Capital Project developed within the Diversity Equity and Inclusion (DEI) teams.

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

Pod Members (*Date, Signature*)

Allison Bailey

March 1, 2021



Chris Nootenboom

Emmi Lia

Kelley Langhans

Nick Hendershot

Rafael Schmitt

Sama Winder

Sydney Moss

NatCap Leadership (*Date, Signature*)

Anne Guerry

March 1, 2021



Gretchen Daily

March 1, 2021



Mary Ruckelshaus

March 1, 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>¹
