

URGE

Unlearning Racism in Geoscience



URGE Pod Agreement – NOAA’s Pacific Marine Environmental Lab

This agreement is between the PMEL Pod and Michelle McClure at NOAA’s Pacific Marine Environmental Laboratory. As Michelle is part of the pod, she will be active in the formation of our deliverables and discussion. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod would like to schedule meetings with additional PMEL leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals to PMEL Group and Division Leads on February 24 at 2:30 PM PT. Group and division leads will be encouraged to follow along with our process on the URGE website.
- Meeting 2 - Follow-Up Discussion of Pod Proposal and Actions with PMEL leadership to review action plan and specific actions. Meeting date to be determined later.
- Meeting 3 - PMEL wide discussion on URGE and deliverables as a follow up with group and division leads.
- As our pod is made up of other organizations, leads from each organization involved (CICOES, NOAA OAR, and NOAA AFSC) will meet with their respective leaders to share updates, deliverables and actions from URGE. In addition, PMEL leadership will discuss the effort with leadership from two organizations that are part of PMEL but not represented in the pod -- CIMRS and JIMAR.

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 and goals:

1. Discuss and assess the racial justice, equity, and inclusivity of our organization.
2. Reduce our own implicit biases and share that learning with those at our organizations outside of the POD.
3. Increased understanding of policies, actions and solutions we can take to create change in our organizations.
4. Increase engagement across PMEL groups with Anti-Racism, Justice, Equity, Diversity & Inclusion (AJEDI) initiatives developed as a pod.
5. Increase leadership and supervisor engagement in AJEDI work.
6. Develop an anti-racism Action Plan with actions specific to issues at PMEL including hiring, retention and engagement as well as methods for measuring, evaluating and reporting progress.
 - a. This will be shared with leadership from the University of Washington Cooperative Institute for Climate, Ocean and Ecosystem Studies, Oregon State University Cooperative Institute for Marine Resources Studies, University of Hawai’i Joint Institute

for Marine and Atmospheric Research, NOAA Alaska Fisheries Science Center and the OAR Diversity and Inclusion Committee to share, adopt and/or modify.

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

Adi Hanein
Pod Leader

Date

Michelle McClure
PMEL Director

Date

Pod Members: Abby Zorn, Adi Hanein, Adrienne Sutton, Andrea Fassbender, Cabot Zucker, Darren Pilcher, Elizabeth Akede, Hongjie Wang, Jessica Cross, Lisa Hiruki-Raring, Michelle McClure, Sean Dougherty, Sharon Walker, Sophie Chu, Wei Cheng, Yana Filyushina, Yolande Serra

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>