



## Pod Agreement



*Establishing a concrete agreement with clear goals to ensure the pod is committed to actions and change within our different organizations.*

---

The Heartland Pod is a collection of 12 graduate students, professors, postdocs, and research scientists from 8 different institutions across the Central US. As a result, we each have different spheres of influence.

Our pod is 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.
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies.
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. Improve the racial justice, equity, and inclusivity at our respective organizations.
2. Develop anti-racism Action Plans specific to issues at our respective institutions, including methods for measuring and reporting progress.
3. Identify where we each have influence and discuss relevant actions with leadership at our respective institutions.

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

Austin B. Harris

Pod Leader

2-12-20

Date

Pod Members: Aaron Regberg, Amy Brock-Hon, Carmen Atkins, Courtney Hatch, Rene Shroat-Lewis, Angie Van Boening, Zachary Smith, Dwight Osborne, Melissa Galloway, Mike Thorpe, Paul Abell.