



URGE Pod Agreement for Mizar Imaging Leadership

This agreement is for the Mizar Imaging Leadership. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod meets weekly.

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 microscopy and related field¹
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 Mizar, including methods for measuring and reporting progress.

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

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| <i>Signature</i> <u>Onjalé Scott Price</u> | <i>Date</i> Feb 9, 2021 |
| Pod Leader(s) | Date |

Pod Members:

Joel Smith
Christopher Baumann
Paul Maddox

¹R. 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>