URGE Pod Agreement:
Scripps Institution of Oceanography (SIO), University of California, San Diego

This agreement is between the SIO URGE Pod and the section and overall leadership of the Scripps Institution of Oceanography. Our Unlearning Racism in Geoscience (URGE; https://urgeoscience.org/) pod has the following meetings scheduled with the Scripps Institution of Oceanography section and overall leadership:

- Meeting 1: Introduction to URGE and Discussion of Pod Goals.
    - **February 4th, 2021 - Keiara Auzenne presented URGE to Scripps Senior Leadership. Senior Leadership agreed to attend SIO URGE POD meetings as available. Keiara will continue to liaise between Senior Leadership and the Scripps URGE POD.**
- Meeting 2: Invitation for leadership to attend a regular pod meeting:
    - **February 4th, 2021 - Senior Leadership were invited to attend a Scripps POD meeting and were provided with a spreadsheet where they can sign-up to attend the meeting that fits within their schedule.**
- Meeting 3: Follow-up discussion of POD Proposal and Actions.
    - **This meeting will occur near the end of the URGE program. This meeting will result in an agreement between the POD and Scripps Senior Leadership as to what actions will be taken based on the POD proposal.**

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.
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies.
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

We are additionally committed to our Pod's specific objectives:

Participation:
1. Average attendance of confirmed participants above 80% for the entire URGE program.
2. Increase the participation in discussions about racism of white males in permanent positions at SIO, especially middle and late stage professionals.
   a. Develop engagement strategy for this demographic. (e.g., sending personal invitations to under-engaged faculty to encourage them to sit at the table and join the discussion)
3. POD members will engage in self-reflection to honestly evaluate the ways in which they exercise or benefit from unearned privilege, and how these things directly work against equity in STEM.
4. POD members will be able to identify resources to help BIPOC members of the SIO community.

Current Demographics:
5. Compile statistics from existing data sources (e.g., UCSD diversity dashboards, graduate student well-being surveys) of current demographics at SIO to clearly define the magnitude of underrepresentation within the community.
6. Include anecdotes about the experiences of minoritized groups at SIO in demographic reports.

Defining Barriers:
7. Identify poorly defined and undocumented admissions and hiring policies/practices, report them to SIO leadership, and request the formation of a working group to address them.
8. Encourage discussions on toxic workplace culture and the need for improved approaches to conflict resolution.
9. Educate administrators on diversity pipeline issues (e.g., eliminate "if they don't apply we can't admit them").
10. Produce recommendations for deconstructing cultural barriers to URMs and their families feeling welcome/comfortable at SIO.

Actions and Policy:
11. Advocate for the expansion of the SIO AJEDI team.
12. Support and encourage students and faculty to do AJEDI work.
13. Recommend that AJEDI work is evaluated at the same level as teaching and research.

SIO URGE Pod signatories and personal goals:

1. Keiara Auzenne: Participate fully as a learner and become more effective at communicating EDI messages.
2. Kathy Barbeau: To learn about effective policies that I can employ in leadership positions to facilitate positive changes in DEI climate in the geosciences.
3. Will Chapman: Educate myself further on how to be an anti-racist and learn to use my voice in more uncomfortable situations, rather than leaning on my privilege.
4. Jeramy Dedrick: Improve skills to listen more intently to those with different perspectives and learn ways to dismantle systemic barriers in academia.
5. Carly Ellis: To gain confidence speaking about systemic racism and related issues, so I can engage with, and encourage, my peers and even leaders to be anti-racist.
6. Marta Faulkner: To actively seek out knowledge about the experiences of minoritized groups in the geosciences - papers, articles, podcasts - rather than passively receiving information about problems in the field.
7. Jamin Greenbaum: Understand current demographic statistics at SIO; learn best practices for recruiting and retaining underrepresented minority students and faculty and develop strategies for implementing these practices at SIO.
8. Kristen Guirguis: Develop a better understanding of the barriers to diversity in the geosciences and at SIO. Identify steps I can take to try to break down these barriers. Learn from the reading and experiences of others. Develop partnerships with common goals because we can accomplish much more as a group than any individual.
9. Alli Ho: To work towards meaningful and informed change in our institution and have discussions outside of my comfort zones and with people I do not usually interact with.
10. Lauren Hoffman: Become more confident in communicating topics to students and others in academia.
11. Julie Kalansky: Identify action items that I can take to help lead to greater diversity within CW3E, and the geoscience more broadly.
12. Madeleine Kerr: Recruit others and contribute to the actionable items against racism and white-supremacy at SIO and in SIO's institutional sphere of influence; work with URGE peers to think more creatively and critically about how we want our fields to look 1,5, and 10 years on.
13. Jen MacKinnon: Learning, self reflection, better understand which policies and types of structural change would most tangibly benefit the SIO community.
14. James Muller: Identify power I have - even as a graduate student - within SIO and broader communities to affect change and be more than just a passive ally.
15. Patrick Mulrooney: Understand how institutional racism, especially racism unique to the geosciences, has contributed to SIOs lack of demographic diversity.
16. Monica Nelson: To discuss the week's readings with someone at SIO, but outside of the pod each week, in order to spread the conversation, awareness, and actions beyond the pod.
17. Nina Oakley: Develop understanding of barriers to diversity in geosciences (as well as the history behind how we got to this place) and tools to overcome those barriers; learn ways to talk to senior personnel about these issues to effect change.

18. Sarah Ogle: Understand where SIO stands with these issues and learn how to be an anti-racist mentor. Connect with someone in the POD each time I miss the end of the session due to class.
19. Camille Pagniello: Develop recruitment approach for underrepresented students as a future PI and identify resources to help support them.
20. Angelica Rodriguez: To expand knowledge and be empowered to discuss these topics with others in a way that impacts how certain programs and groups operate.
21. Lynn Russell: Learn more about EDI and identify ways that my University (CS, GC) and professional (AGU, JGR, AAAR) leadership positions can accelerate making geosciences more diverse and thus more effective.
22. Robert Sanchez: Have written actions that I can undertake to improve equity in Physical Oceanography.
23. Mike Sierks: Deepen my understanding of how racism operates to uphold white-male supremacy in the field of geosciences and make a personal plan of action to enact change in my research group.
24. Anne Schulberg: Help create plans to dismantle system racism at SIO while learning from new perspectives.
25. Anna Wilson: To have conversations with leadership in my group regularly regarding these issues and understand how to make those conversations more productive, to learn and grow with the community at Scripps.
26. Peter Yao: Better understand the experiences and perspectives of BIPOC and other underrepresented scientists at SIO. I also hope to listen to everyone in the POD's perspective on the current climate at SIO when it comes to anti-racism and EDI efforts.