



Pod Agreement for IRIS/UNAVCO+ Pod

This agreement is between the IRIS/UNAVCO+ affiliated URGE pod, and the presidents of IRIS and UNAVCO. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the leadership and staff of these two organizations:

- Invitation for leadership to attend a regular pod meeting for an introduction to URGE and discussion of pod goals
 - Rebecca Bendick and Robert Woodward are invited to attend one of the URGE pod meetings which are held alternating Thursdays at 5pm ET, Fridays at 3pm ET: e.g. Friday 2/19/21 3pm ET, Thursday 2/25/21 5pm ET, and so on
- Meet with UNAVCO IDEA committee and IRIS JEDI working group - February/March
- Follow-up discussion of draft deliverables with Rebecca Bendick and Robert Woodward - September 2021, prior to IRIS and UNAVCO Board of Directors meetings

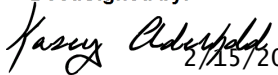
We are committed to URGE's primary objectives:


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.

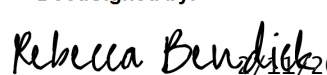
We are committed to our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our two organizations and the communities we serve.
2. Review existing organizational documents and current policies then provide recommendations for improvements that could be adopted by the future merged facility, e.g. hiring policies, job/internship advertisements, field safety, strategic planning.

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

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 2/15/2021
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 Pod Leader Date

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 2/13/2021
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 IRIS President Date

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 2/19/2021
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 UNAVCO President Date

Pod Members: Kasey Aderhold, Beth Pratt-Sitaula, Wendy Bohon, Elizabeth Van Boskirk, Erika Schreiber, Mary Templeton, Alka Tripathy-Lang, Rob Casey, Katrin Hafner, Laura Keyson, Heather Houlton, Tammy Bravo, Autumn Johnson, Gillian Sharer, Taylor Washington, Megan Flanagan

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>