URGE
Unlearning Racism in Geoscience

WOODS HOLE
OCEANOGRAPHIC
INSTITUTION

URGE Pod Agreement for the Fisheries Oceanography and Larval Fish Ecology (FOLFE) lab at Woods Hole Oceanographic Institution (WHOI)

This agreement is between the FOLFE pod at WHOI and Leadership at WHOI. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with WHOI Leadership and the Biology Department faculty members:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – 3/2 at 2:00 pm with WHOI Biology Dept Chair Carin Ashjian
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – 3/23 at 2:30 pm with WHOI Biology Dept Chair Carin Ashjian (topic is admissions and hiring policies)
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions – Presentation to WHOI Biology Dept Faculty and Chair by pod leader, June 2021 (exact date TBD)

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[1]
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 University/Organization including methods for measuring and reporting progress.

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

Signature   *Date*   *Signature*   *Date*

_____   2/25/2021   _____ 2/25/21
_____   _____   _____ _____
Pod Leader(s)   Date   Uni./Org. Leadership Date

Pod Members: Joel Llopiz, Chrissy Hernandez, Justin Suca, Sarah Glancy, Julia Cox, Helena McMonagle, Lyndsey Lefebvre, Martha Hauff

[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-racisim-plan-for-the-geosciences