

URGE

Unlearning Racism in Geoscience



This agreement is between the WHOI Harmful Algal Bloom Pod.

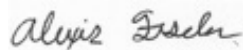
We are committed to URGE's primary objectives:

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 organization.
2. Develop an anti-racism Action Plan with actions specific to issues at WHOI including methods for measuring and reporting progress.

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



Pod Leader Signature

29 January 2021

Date

Pod Members: Kali Horn, Mike Brosnahan, Evie Fachon, Mindy Richlen, Mrunmayee Pathare, Verena Lucke, Alexis Fischer

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-racism-plan-for-the-geosciences>