



MBL-Ecosystems Center URGE Pod Agreement with Marine Biological Laboratory

This agreement is between MBL-Ecosystems Center Pod and the MBL Diversity and Inclusion Advisory Committee at the Marine Biological Laboratory.

Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the MBL Leadership:

1. Meeting 1 - Introduction to URGE and discussion of pod goals – February 8, 2021: pod leaders to meet with Chair of MBL D&I Advisory Committee
2. Meeting 2 - Invitation for MBL leadership to attend a regular pod meeting will be extended to the Chair of the MBL D&I Advisory Committee and to the Director of the MBL. The date will be during Session #4 or #5.
3. Communication between the pod and MBL Leadership will be facilitated by having a pod member have joint membership on the MBL D&I Advisory Committee
4. Meeting 3 – Follow-up discussion(s) of pod proposals and actions with MBL D&I Advisory Committee will be planned for a date following all URGE sessions- Date/Time 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
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 committed to our pod's objectives:

1. To learn about racism in its many forms, to recognize it as individuals, as a pod, and within research groups and our institution, and to become anti-racists in all these spheres
2. To push for initiatives and/or policy changes to increase diversity and inclusion at MBL
3. To support development of methods to measure and report progress.

Signature *Jane Inchausti* Pod Leader Date 2/10/21
Signature Suzanne Thomas Pod Leader Date 2/11/2021
Signature *Jennifer R. Morgan* MBL Leadership Date 2/11/21

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>

⁴ <https://roadmapconsulting.org/resource/racial-justice-assessment-tool/>