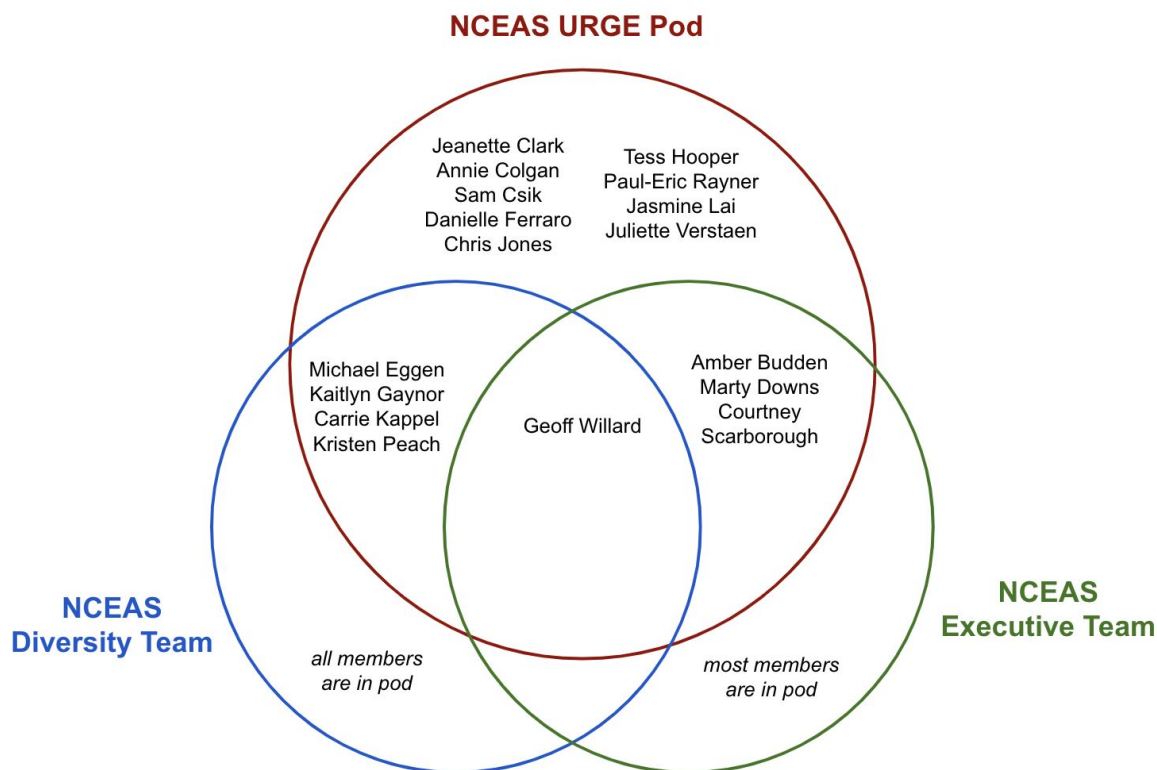


## Deliverable - Agreement

This agreement outlines the relationships between the NCEAS Diversity Team, Executive Team, and URGE Pod, and between the URGE Deliverables and Strategic Plan for Diversity, Equity, and Inclusion (DEI).



*Figure. There is significant overlap in membership between the NCEAS URGE pod, Diversity Team, and Executive Team.*

The URGE Pod will complement the activities of our existing Diversity Team. All five Diversity Team members are part of the pod, and will coordinate team actions and pod deliverables. The Diversity Team chairs (Kaitlyn Gaynor and Geoff Willard, as of February 2021) will serve as the points of contact between the pod and the Executive Team, and continue to meet with the Executive Team twice a year to provide updates and solicit feedback on activities, as they already do.

Furthermore, several members of the Executive Team are members of the URGE pod, and this overlap between NCEAS leadership and the pod will ensure integration of pod discussion and

deliverables into broader leadership conversations and decision-making.

We will share all deliverables with the full NCEAS Executive Team in a meeting at the close of URGE (May 2021, to be scheduled by Geoff, Courtney, and Kaitlyn). Many of the pod deliverables fulfill goals of our 2020 DEI Strategic Plan. We will store all deliverables in the Diversity Team Google Drive and update them in perpetuity as the DEI Strategic Plan evolves and is enacted.

The URGE pod will serve as an advisory group when updating the NCEAS DEI Strategic Plan in 2021 as part of its annual review process.

### **Agreement by pod members**

We, the members of the NCEAS URGE Pod, support this deliverable and agree to hold each other accountable to enacting it:

- Kaitlyn Gaynor
- Kristen Peach
- Jasmine Lai
- Annie Colgan
- Sam Csik
- Marty Downs
- Christopher Jones
- Michael Eggen
- Amber Budden
- Tess Hooper
- Danielle Ferraro
- Paul-Eric Rayner
- Courtney Scarborough
- Geoff Willard
- Juliette Verstaen
- Carrie Kappel