URGE Pod Agreement for the
NIOZ Royal Netherlands Institute for Sea Research

Our Pod is committed to promoting diversity, equity, inclusion, and accessibility at NIOZ. We have the support from the head of our human resources department. Due to underlying circumstances, we have not been able to arrange a formal meeting. We plan to organize a meeting with the human resources department in the future. We are in contact with the human resources department about the initiatives we are working on and plan to pursue these initiatives even after the completion of URGE.

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 the geosciences[1], biology, and chemistry.
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 the NIOZ Royal Netherlands Institute for Sea Research including methods for measuring and reporting progress.

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

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[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