

## URGE Pod Agreement for NWFSC TIDE

This agreement is between TIDE pod and TIDE at NWFSC.

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 <sup>1</sup>
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies <sup>2,3</sup>
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 Northwest Fisheries Science Center (NWFSC), including methods for measuring and reporting progress.

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

Our Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://www.urgeoscience.org)) pod has the following meetings planned with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - Jan 26, 2pm
  - Kayleigh Somers, Casey Ralston
- Meeting 2 - TIDEPOOL discussion of URGE course so far - TBD in March
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - TBD in May
  - Meeting with TIDE and appropriate NWFSC leadership

*Signature*

*Amy Van Cise* 2/12/2021  
Pod Leader(s)      Date

*Signature*

*Kayleigh A. Somers* 2/12/2021  
Uni./Org. Leadership      Date

Pod Members: Amy Van Cise, Jon Drake, Laurel Lam, Sarah Morley, Katie Barnas

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>