

O.E.T.P.O.D Group Agreement


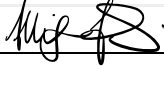

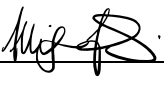
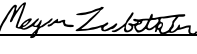
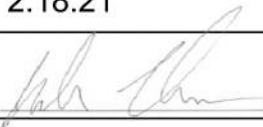
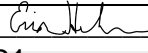
We are committed to URGE's primary objectives:

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 within Ocean Exploration Trust.
2. Develop anti-racism deliverables with actions specific to issues within the organization which will contribute to the OET all-staff effort on anti-racism strategic plan development.

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

POD Members	Organization Leadership
Signature <u></u>	Signature <u></u>
Date <u>2/10/2021</u>	Date <u>2/11/2021</u>
Signature <u></u>	Signature <u>Denise H. Armstrong</u>
Date <u>2/11/21</u>	Date <u>2.18.21</u>
Signature <u></u>	Signature _____
Date <u>2/11/2021</u>	Date _____
Signature <u></u>	
Date <u>2/12/2021</u>	
Signature <u>Denise H. Armstrong</u>	
Date <u>2.18.21</u>	
Signature <u></u>	
Date <u>2/19/2021</u>	
Signature <u></u>	
Date <u>2/19/2021</u>	

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>