



Pod Agreement for OSU CEOAS

This agreement is between CEOAS POD and CEOAS Leadership at Oregon State University. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) POD has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - **February 19th at 4p**
 - Roberta Marinelli (Dean), Adam Kent (Asso Dean of Graduate Programs and Faculty Advancement), Michael Harte (Associate Dean of Undergraduate Programs), Kaplan Yalcin (Assistant Dean for Instructional Programs)
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - **March 5th at 4pm**
 - Adam Kent (Associate Dean of Graduate Programs and Faculty Advancement), Michael Harte (Associate Dean of Undergraduate Programs), Kaplan Yalcin (Assistant Dean for Instructional Programs)
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - **March 19th at 4pm**
 - Roberta Marinelli (Dean), Adam Kent (Associate Dean of Graduate Programs and Faculty Advancement), Michael Harte (Associate Dean of Undergraduate Programs), Kaplan Yalcin (Assistant Dean for Instructional Programs)

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.

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 University/Organization including methods for measuring and reporting progress.

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

<i>Signature</i>	<i>Date</i>	<i>Signature</i>	<i>Date</i>
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Pod Leader(s)	Date	Uni./Org. Leadership	Date
Jennifer Fehrenbacher		Roberta Marinelli	

Pod Members:

Kristin Beem

Kim Bernard

Heather Bervid

Ryan Brown

Brandy Cervantes

Natasha Christman

Lorenzo Ciannelli

Rick Colwell

Margaret Conley

Kylene Cooley

Haley Cynar

Jennifer Fehrenbacher

Melanie Fewings

Layla Ghazi

Miguel Goni

Rebecca Howard

Laurie Juranek

Maria Kavanaugh

Adam Kent

Kelsey Lane

Jim Lerczak

Ricardo Letelier

Jack McSweeney

Abby Metzger

Tuba Ozkan-holler

Erin Pettit

Peter Ruggiero

Pieter Share

Alyssa Shiel

Anna Simpson

Yvette Spitz

Nancy Steinberg

Kirsten Steinke

Pam Sullivan

Marta Torres

Laura Vary

Mo Walczak

Meagan Wengrove