



PacIOOS Unlearning Racism in Geoscience Pod

Agreement with Leadership

This agreement is between the PacIOOS URGE Pod and SOEST Leadership at the University of Hawai'i at Manoa, specifically the SOEST Associate Dean and the SOEST Director of Diversity, Equity and Inclusion. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod is participating in a 16-week program that includes journal readings, expert interviews, and formulation of deliverables on eight topics related to racism in geosciences.

We thank you for the meeting on February 23, 2021, with a couple of our pod members to provide you with an introduction to URGE and the Discussion of the process and our goals and for us to learn more about SOEST's current approach on this important issue and where we are headed. During the course of this program, we look forward to continuing to interact with you and our broader organization's community, including, but not limited to the following ways:

- An invitation for SOEST leadership to attend at least one regularly scheduled pod meeting during the semester.
- Sharing an overview of the learning and deliverables to the broader PacIOOS community, including staff, faculty, and the PacIOOS Governing Council.
- Follow-up discussions and/or a summary of deliverables with SOEST leadership at the conclusion of the program.

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.¹
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 primary objectives:

1. Discuss and assess the racial justice, equity, diversity and inclusivity of our organization, including barriers and opportunities for becoming a more open, inclusive, and nurturing environment for all students, staff, and faculty.
2. Develop an anti-racism Action Plan with actions specific to issues within PacIOOS and SOEST at the University of Hawai'i at Mānoa, including methods for measuring and

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>

reporting progress.

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

In agreement:

PacIOOS URGE Pod Members

PacIOOS Director Melissa Iwamoto
Ms. Fiona Langenberger
Dr. Ning Li
Professor and Chair Margaret McManus
Mr. Gordon Walker
Mr. Chip Young

SOEST Leadership

Director of Administration Juanita Andaya
Associate Dean for Academic Affairs Chip Fletcher
Associate Dean for Research Chris Sabine
Dean Brian Taylor