



We are one of many groups working to improve our departments and university around issues of diversity, equity and inclusion, including several URGE pods. This agreement is primarily between the Quaternary Research Center (QRC) URGE Pod 1 and QRC Leadership at University of Washington. We also intend to extend the reach of our work by sharing our deliverables and discussion outcomes with ESS Department Chair Eric Steig and ESS DEI committee lead Kate Huntington, the School of Oceanography DEI committee lead LuAnne Thompson, as well as with DEI committee leads from the Department of Biology and Anthropology. We also plan to approach the Provost of the University of Washington, Mark Richards, with a composite agreement synthesized from QRC Pods 1 and 2 and other pods who might wish to collaborate (3 others in ESS, for example).

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 objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our organization (QRC, participating departments, and higher administrative units, potentially including regional, national and international professional associations in which members of our pod participate).
2. Develop an anti-racism Action Plan with actions specific to issues at the QRC and University of Washington, and potentially in our professional associations, 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) pod intends to schedule at least two meetings with our co-QRC and ESS pods and the leadership listed in paragraph one, one in the middle of the curriculum and one at the end or just after the completion of the curriculum, as we will have a full action plan. This final meeting will also provide an opportunity to consider our next steps in terms of coordinating across groups/units and executing plans.

Signature Date Signature Date

2/12/2021

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Pod Leader(s), Ben Fitzhugh Date, Lisa Graumlich, Dean, College of the Environment, Date
Pod Members: Alison Duvall, Andrea Ogston, Hannah Glover, Elizabeth Davis, Caroline Stromberg.

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>