

URGE Pod Agreement for Risso's Pod Cascadia Research Collective

Meeting 1-Introduction to URGE and Discussion of Pod Goals: Week of February 1, 2021
(list of names and titles of Uni/Org Leadership who will attend meetings)

Feb 3, 2021: Cherish Morrison, BOD; Annie Douglas, Staff and BOD; Kiirsten Flynn, Staff;
David Anderson, Staff; Jessie Foster, Staff; Michaela Kratofil, Staff, Robin Vance, Intern

Meeting 2 – Invitation for leadership to attend a regular post meeting: Week of April 5, 2021

Meeting 3 – Follow-up Discussion of Pod Proposal and Actions – Week of March 1, 2021

Week of March 22, 2021 after reading about Racism and Accessibility.

Week of April 5, 2021 after reading/talking about Building an Anti-Racist and Inclusive Community.

Week of April 26, 2021 after reading/talking about Accountability and Racism.

Week of May 10, 2021 to create to-do and follow up lists and actions for MARINE committee.

We are committed to URGE's primary objectives:

1. Deepen our knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience and translate that information to the marine mammal research field.
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies to help inform Cascadia's MARINE committee.
3. Discuss, share, and modify anti-racist policies and strategies within a dynamic community network and on a national stage by being transparent in our actions going forward and using social media to help our organization stay on task.

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 Cascadia Research including methods for measuring and reporting progress using information here to help inform and educate Cascadia's MARINE committee.

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

<u>Kiirsten Flynn</u>	<u>Jan 30, 2021</u>	<u>Cascadia Research</u>
Pod Leader(s)	Date	Organization

Pod Members:

Annie Douglas, Cascadia Research Staff and Board of Directors member

All Verbally Agreed on February 3, 2021 Zoom Meeting

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>