



This agreement is between the Sea Grant Pod members and the institutional leadership that they commit to engage. The names of pod members, name of the institutional leader whom the pod member commits to engage, and affiliation of the institutional leader is listed below.

<b>Name of Sea Grant Pod Member</b>	<b>Name of the Institutional Leader whom the Pod Member Commits to Engage</b>	<b>Affiliation of Institutional Leader</b>
Mona Behl	Mark Risse	Marine Extension and Georgia Sea Grant
Beth Wallace	Chris Winslow & Kristen Fussell	Ohio Sea Grant
Mark Risse	Susan White	Sea Grant Association
Jenna Clark	Fredrika Moser	Maryland Sea Grant
Rebecca (Becky) Shuford	Susan White	Sea Grant Association
Mike Ciaramella	Kathy Bunting-Howarth	New York Sea Grant
Brooke Carney	Jon Pennock	National Sea Grant Office
Judy Benson	Sylvain De Guise	Connecticut Sea Grant
Roy Widrig	Kathy Bunting-Howarth	New York Sea Grant
Nicole Wright	Chris Winslow & Kristen Fussell	Ohio Sea Grant
Amalia Harrington	Gayle Zydlewski	Maine Sea Grant
Sarah Kolesar	Shelby Walker	Oregon Sea Grant
Hannah Robbins	Gayle Zydlewski	Maine Sea Grant
Kelsey Brooks	Fredrika Moser	Maryland Sea Grant
Elissa Torers	Fredrika Moser	Maryland Sea Grant
Kristen Grant	Gayle Zydlewski	Maine Sea Grant
Esperanza Stancioff	Gayle Zydlewski	Maine Sea Grant

We have the following meetings scheduled with our institutional leaders.

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals – February 2021 [Date/Time, TBD]
- Meeting 2 - Invitation for leadership to attend a regular pod meeting – TBD
- Meeting 3 - Follow-up Discussion of Pod Proposal and Actions - TBD

We are committed to URGE's primary objectives:

- Deepen the community’s knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience.
- Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies.
- 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:

- Discuss and assess the racial justice, equity, and inclusivity of our institutions.
- Develop an anti-racism Action Plan with actions specific to issues at our institution, including methods for measuring and reporting progress.

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

<i>Mona Behl</i>	<i>1/27/2021</i>	<i>Marine Extension and Georgia Sea Grant</i>
<i>Beth Wallace</i>	<i>1/27/2021</i>	<i>Ohio Sea Grant</i>
<b><i>Sea Grant Pod Leaders</i></b>		<b><i>Institution</i></b>

We agree to the following ground rules to ensure productive discussions in our pod:

- Our meetings will provide a safe and brave space for discussions and not debates. The purpose of our discussions will be to carefully listen to many points of view and explore many options and solutions. The goal is not to always agree -- it is to gain a deeper understanding.
- Seek first to understand, not to be understood. Ask questions to seek clarification when you don't understand the meaning of someone's comments.
- Listen actively -- respect others when they are talking, be objective and open-minded.
- Speak from your own experience instead of generalizing ("I" instead of "they," "we," "you").
- Refrain from personal attacks -- focus on ideas and problems rather than people.
- Everyone is encouraged to participate. You may be asked to share what you think, or we may ask for comments from those who haven't spoken. It is always OK to "pass" when you are asked to share a comment.
- No one or two individuals should dominate a discussion. If you have already voiced your ideas, let others have an opportunity. When you speak, be brief and to the point.
- Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
- Be conscious of body language and nonverbal responses -- they can be as disrespectful as words (even over Zoom).
- Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
- Maintain confidentiality. All stories shared in this space stay in this space unless explicit permission is given by the person sharing the story that it can be shared in another setting.