URGE Pod Agreement for West Los Angeles College

This agreement is between the West Los Angeles College (WLAC) representative of the SoCal Community Colleges Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod and Academic Affairs at WLAC. WLAC faculty and administration have the following meetings scheduled:

- Meeting 1 – Introduction to URGE and Discussion of Pod Goals – February 9, 10am
  - (Jennifer Cole, Assistant Professor and URGE pod leader, and Walter Jones, Dean of Academic Affairs and chair of the Black Student Success Taskforce)
- Meeting 2 – Invitation for administration to attend the next meeting of the URGE pod – February 11, 11am
- Meeting 3 – Invitation for pod representative to attend the next meeting of the Black Student Success Taskforce – February 11, 12:30pm
- Meeting 4 - Follow-Up Discussion of Pod Proposal and Actions – TBD (early May)

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.
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.

Jennifer Cole   *2/9/2021*   *Walter Jones*   *2/9/2021*
_____   _____   _____   _____
Pod Leader   Date   WLAC Dean   Date

West Los Angeles College representative in the SoCal Community Colleges Pod: Jennifer Cole

[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-racisim-plan-for-the-geosciences