



Stanford Pod

Pod Agreement

This agreement is between Stanford Earth Unlearning Racism in Geosciences (URGE) Pod and Stanford Earth leaders. Our Pod is composed of graduate students, postdoctoral scholars, faculty members, and staff. Each of our members represents a different department within Stanford Earth, has a leadership position within their department, and/or is part of the leadership organization at the school. These positions include but are not limited to the Associate Dean for Educational Affairs, the Director, Associate Director and Assistant Director of Diversity, Equity, and Inclusion (DEI), Department Chair, Graduate Student Advisory Committee (GSAC) representatives, the Provost's Advisory Committee on Postdoctoral Affairs (PACPA) representative, and Director of Outreach Education. Many of our members are part of the Respectful Community Committee (RCC), which is working closely to advise the School of Earth on actionable steps in fostering inclusion and respect within the school. As the Stanford Earth URGE Pod, we agree to work in unison with the ongoing efforts at the School of Earth from the Dean's level to the individual student level.

All of our meetings will include the leaders within the School of Earth mentioned above. Furthermore, we will invite the Dean and Department Chairs to a meeting at the end of the quarter where we will summarize the efforts that took place within URGE and detail our policy recommendations for Stanford Earth as a whole. We will invite GSAC and Stanford University Postdoctoral Association (SURPAS) to a separate but similar meeting with the

aim of broadening the reach of our policy recommendations to the wider Stanford community. Within URGE, we agree to follow up with Stanford Earth leadership to reform and update the relevant policies to guarantee the original intent is preserved as the policies grow and evolve following their implementation.



Overall, 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 of Geoscience.
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies.
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 Stanford Earth including methods for measuring and reporting progress.

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

 <small>Cansu Culha (Feb 10, 2021 10:03 PST)</small>	Feb 10, 2021		Feb 10, 2021
Cansu Culha	Date	Robyn W. Dunbar	Date

	Feb 10, 2021		Feb 9, 2021
Kevin Boyce	Date	Lupe Carrillo	Date

Pod Members:

1. Cansu Culha (Geophys. PhD, former GSAC)
2. Laura Blackstone (Geophys. PhD)
3. Paul Summers (Geophys. PhD, former GSAC)
4. Jane Willenbring (Geology Assoc. Prof.)
5. Kevin Boyce (Department Chair of Geology Prof)
6. Nikki Seymour (Geology Postdoc, SURPAS council member)
7. Dara Hok (Geology PhD, GSAC co-chair)
8. Aaron Steelquist (Geology PhD, former GSAC)
9. Michael Hasson (Geology PhD)
10. Elizabeth Wig (EE PhD)
11. Thomas Teisberg (EE PhD)
12. Anna Broome (EE PhD, School of Engineering GSAC)
13. Riley Culberg (EE PhD)
14. Matthew Savoca (ESS Postdoc)
15. Colette Kelly (ESS PhD)
16. Zac Espinosa (Applied Physics MS)
17. Karen Casciotti (ESS Prof, Director of the Earth Sys. Prog.)
18. Robyn W. Dunbar (Associate Dean for Educational Affairs and PACPA member)
19. Jennifer Saltzman (Director of Outreach Education)
20. Isabel Carrera Zamanillo (Assistant Director of DEI)
21. Lupe Carrillo (Director of DEI)