



Unlearning Racism in Geoscience



URGE Pod Agreement for Woods Hole Oceanographic Institution

This agreement is between the *Sustainable WHOI* Pod and Peter de Menocal, Director of Woods Hole Oceanographic Institution. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the WHOI Leadership:

- Meeting 1 - Invitation for Peter to attend a regular pod meeting - March 24, 2021 9:00am
- Meeting 2 - Follow-Up Discussion of Pod Proposal and Actions - perhaps with all the WHOI Pods



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 Geoscience¹
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 at WHOI.
2. Develop an anti-racism Action Plan with actions specific to issues at WHOI including methods for measuring and reporting progress.

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

	JAN 14, 2021_____		late 1/28/21 _____
Pod Leader(s)	Date	Uni./Org. Leadership	Date

Pod Members: Stephanie Madsen, John Madsen, Sarah Youngs, Mai Maheigan, Kate Morkeski, Adam Subhas, Brett Freiburger, Scott Loranger, Gwyneth Packard, Heather Benway, and Stephanie Murphy.

¹R. 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>