

URGE Pod Agreement with the Department of Natural History, Royal Ontario Museum

This agreement is between the UofT & ROM URGE Pod and David Evans, Vice President of Natural History at the Royal Ontario Museum (ROM). Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1: Introduction to URGE and Discussion of Pod Goals - February 16, 10am ET
- Meeting 2: Invitation for leadership to attend a regular pod meetings:
 - March 17, 4:30 pm ET via Zoom (Admissions and Hiring Practices)
 - March 31, 4:30 pm ET via Zoom (Lab and Field Codes of Conduct)
- Meeting 3: Follow-Up Discussion of Pod Proposal and Actions - Date TBD

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 natural sciences
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. Discuss and recognize the gaps in knowledge of policies, reporting, etc. among ROM-based graduate students.
3. Develop recommendations specifically targeted at and informed by the experiences of BIPOC graduate students at the Royal Ontario Museum, including methods for measuring and reporting progress.
4. Coordinate with the ROM's Indigenous, Black, and Persons of Colour Employee Resource Group (IBPOC ERG) on the development of recommendations.
5. Coordinate with UofT's Department of Ecology and Evolutionary Biology Wellness Committee on the development of recommendations.

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

<i>Signature</i>	<i>Date</i>	<i>Signature</i>	<i>Date</i>
_____	_____	_____	_____
Pod Leader(s)	Date	Uni./Org. Leadership	Date

Pod Members: Erika Anderson, Thomas Cullen, Danielle de Carle, Veronica DiCecco, Talia Lowi-Merri, Ashley Reynolds, Sarah Steele, Ryan Wilkinson

Pod Member Approval

Please add your initials in the right column to signal your final approval

Member	Initials
Erika Anderson	EA
Thomas Cullen	TMC
Danielle de Carle	DdC
Veronica DiCecco	VED
Ashley Reynolds	ARR
Sarah Steele	SES
Ryan Wilkinson	RW
Talia Lowi-Merri	TLM