



Unlearning Racism in Geoscience

Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) is a community-wide journal-reading and policy-design curriculum to help Geoscientists unlearn racism and improve accessibility, justice, equity, and inclusion (AJEDI) in our discipline. URGE's primary objectives are to (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, and (3) share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage. By meeting these objectives, we hope that Geoscience departments and societies will be able to implement a well-researched crowdsourced group of anti-racist policies.

Deliverable 1a: Pod Group Norms

General Guidelines

1. Avoid apologizing - ideas don't need to be articulated perfectly. Respectfully make mistakes and be willing to grow.
2. Listen actively, engage actively.
 1. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
3. How to interact with Zoom:
Discussion order - step up, step back
 - a. Honor system - if someone has yet to speak, let them go.
 - b. Pay attention to non-verbal cues.
 - c. How do we want to use the chat?
 - i. Bookmark - if you have something you want to respond to.
 - ii. Use as an informational resource.
 - iii. Don't record chat (confidentiality).

Speak from personal experiences and avoid overgeneralizations.

- a. Exception: don't hijack conversation. Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience

Maintain confidentiality - only share others' words with permission.

Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks -- focus on ideas and problems rather than people

- a. The goal is not to always agree -- it is to gain a deeper understanding.
- b. Give space for a cool-down moment if needed.

Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended

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>

⁴Adapted from <http://www.edchange.org/multicultural/activities/groundrules.html> and https://www.mnys.org/assets/1/6/ground_rules_-_arc_discussion.pdf

Pod Structure

Logistics Leader/Pod Leader - send out meeting polls, communicates with Pod, updates Google Sheet with pertinent info, communicates with URGE (Cara Piske)

Discussion Leader -

1-2 people per week who 1. Read papers in detail and lead the group discussion 2. Read supplemental resources (on the Resources tab of the URGE website) to better inform the discussion 3. Create Google Doc for that Session

Deliverables Leader -

1-2 people per week who 1. Write out discussed deliverables on shared Google Doc within the URGE Google Folder 2. Read supplemental articles / materials for deliverables as needed (for example, the asset mapping deliverable will be accompanied by a short paper about the purpose of creating community asset maps and how to generate your own.) 3. If necessary, complete deliverables task (i.e. looking up information on UNR website) beforehand

*Layout, some bullet points, and citations taken from <https://urgeo.org/wp-content/uploads/sites/33/2021/01/URGE-Deliverable-Session-1-Pod-Guidelines.pdf>

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