

URGE

Unlearning Racism in Geoscience

Pod Leaders - How to Facilitate a Pod:

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, (2) draw on existing literature, expert opinions, and personal experiences to develop anti-racist policies and strategies, and (3) share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage. To achieve this third objective, we will be relying heavily on Pod Leaders to be able to coordinate Pod activity and document the hard work they will be conducting throughout the project.

[The URGE Team](#) highly recommends circulating responsibilities among all pod members. Consider assigning 2-3 pod members per week to create the pod deliverable ahead of time. Present the product to the group and discuss, make any appropriate edits, and submit your *final .pdfs* on the [URGE website](#). Pods should treat these deliverables as first-drafts that they will later refine after seeing the drafts and ideas of other groups and engaging in online discussions of the deliverables. You can download the schedule for deliverable deadlines [here](#).

Here, we provide some *Tips & Tricks on How to Facilitate a Pod*:

1. While you've already developed your pod's community standards (Deliverable #1) it's a good idea to remind your group of these guidelines at the beginning of each session, and make them accessible to all pod members to ensure that all members' voices are heard and respected throughout the program.
2. Be sure to share the [URGE schedule](#) with all your Pod members! Make sure you are aware of the two-week session schedule as well. The first week of each session is dedicated to independent reading. The first day of the second week is a Live interview with professionals in the field (conducted by the URGE team). The rest of week 2 should be dedicated to Pod discussion and development of Pod Deliverables.
3. Encourage journaling! This is an effective way to reflect on feelings and thoughts during and after reading. Journal entries can also be great conversation starters in group discussions. Also, journaling should be encouraged after group discussions as thoughts, feelings and reflections will likely alter. It's important to understand that this work isn't going to happen over night and time will be needed to really explore what this work

References:

¹Keisling, B., Bryant, R., Golden, N., Stevens, L., Alexander, E. (2020). Does Our Vision of Diversity Reduce Harm and Promote Justice? *GSA Today*, v. 30, <https://doi.org/10.1130/GSATG429GW.1>. Copyright 2020, The Geological Society of America. CC-BY-NC.

²Flood, J., & Lapp, D. (1994). Issues and Trends: Teacher Book Clubs: Establishing Literature Discussion Groups for Teachers. *The Reading Teacher*, 47(7), 574-576. Retrieved September 11, 2020, from <http://www.jstor.org/stable/20201319>

³Derman-Sparks, L., & Phillips, C. B. (2004). Introduction. In *Teaching/learning anti-racism: A developmental approach* (pp. 3-4). New York: Teachers College Press.

means to the community and to ourselves. Please take your time with the readings/interviews and continue to journal. Continuous journaling can help map the growth that Pod members will experience.²

4. In preparation for Pod meetings, we encourage equal distribution of time to allow for both discussion of session readings/interviews and the development of Pod Deliverables (50/50?). To ensure efficient discussion time, consider the following:
 - a. Ask Pod members to prepare 3 thoughts they had about the session reading/interview (such as: What surprised you? What was new to you? What made you reflect on your past actions/behaviors?)
 - b. Ask pod members to prepare any questions they may have in advance.
 - c. Plan to guide the discussion back to your own institution (How does what I learned apply to the Deliverables? How can I generate change within my own department? etc.).
5. **Tokenism**: It is of utmost importance that when engaging in this work, Pods do not practice tokenism. There will be Pods that will have maybe one or few BIPOC and it is crucial that Pod Leaders and members do not put these individuals on the spot. The goal of URGE is to learn and develop effective anti-racist strategies and policies for combatting racism in our discipline. Educate yourself before you say something that could tokenize someone: when to listen and learn; and, when to educate yourself. Speak from your own experience - be curious about other people's experiences but do not pressure others to share.
6. Be sure to upload deliverables, **as a pdf**, on the website when they are due (links for deliverable submission will be available on each sessions page and [here](#)). Share your deliverables on your Pod's page and on social media using #urgeoscience. Feel free to explore other Pod pages! You can download the deliverable schedule [here](#).
7. Unfortunately, we are not taking any new Pods - registration has closed. However, we welcome pods to continue making additions; if there is more interest in joining a Pod, have people email the Pod Leaders at their institution directly. However, we recommend that people follow the curriculum from the beginning as these earlier sessions provide necessary fundamentals for the curriculum. Be sure to do all session readings and watch session interviews [here](#).

Have More Questions?

You can visit the URGE website [here](#) to see if your questions might have already been answered. We are frequently updating this page.

Don't see what you are looking for?

Please send us an email at [info.urgeoscience\[at\]gmail.com](mailto:info.urgeoscience[at]gmail.com).

-The URGE Team

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