

URGE

Unlearning Racism in Geoscience



University of
New Hampshire

School of Marine Science
and Ocean Engineering



URGE Pod Guidelines for the Ocean Mapping and Engineering (OME) pod at the University of New Hampshire

This document contains the guidelines for the pod members of the OME pod. The goal is to develop and follow a set of rules that will ensure that the pod is a safe and inclusive environment to discuss issues with regards to racism in the geosciences. The terms discussed in this guideline document are always open for discussion and modifications.

I. Ground Rules

1. Listen actively – respect others when they are talking.
2. Speak from you own experience instead of generalizing.
3. 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.
4. Participate to the fullest of your ability – community growth depends on the inclusion of every individual voice.
5. Instead of invalidating somebody else’s story with your own spin on their experience, share you own story and experience.
6. The goal is not to always agree – it is to gain a deeper understanding.
7. Be conscious of body language and nonverbal responses – they can be as disrespectful as words.
8. Assume everyone has good intentions but also acknowledge the impact of saying something that hurts someone else, especially someone who is not present, even if it is unintended.
9. Maintain confidentiality. All stories in this space stay in this space unless explicit permission is given by the person sharing the story for it to be shared in other settings.

II. Decision Making

Any decision that affects the OME URGE pod will be discussed amongst the members of the pod and, if needed, voted upon. Decisions that require voting will be determined by a majority vote (>50%).

III. Roles and Responsibilities

To ensure that the OME URGE pod meetings operate smoothly, it is important to address several roles and responsibilities that help us achieve this goal. Several roles that need to be regularly conducted are:

1. Scheduling meetings
2. Attendance
3. Meeting minutes
4. Meeting moderator / time keeper
5. Uploading deliverables to the URGE website
6. Schedule meetings with organization/institution leadership
7. Session leaders
8. Social media
9. External liaison
10. Draft deliverables and share with pod for review/edits/discussion at pod meetings

These roles and responsibilities will rotate on meeting-by-meeting basis and will roles will be chosen by pod members.

IV. Accountability

The pod leaders will make sure that all members receive access to documents (i.e., discussion papers, meeting minutes, deliverables) at all times.

We understand that life can be quite hectic and unpredictable, and that sometimes members will need to miss pod meetings throughout the course of the curriculum. The success of this URGE pod highly depends on the active engagement of its members; therefore, we ask that members let the pod leaders know when they will not be able to attend at a pod meeting.