

URGE

Unlearning Racism in Geoscience

URGE Pod Guidelines for WNC Researcher Alliance

As a member of the WNC Researcher Alliance, the pod members agree to the following guidelines during our pod activities.

1. Be respectful to all pod members.
2. Be candid and be brave while respecting pod members.
3. Be identity conscious - realize people's lived experiences are part of their identity and be okay with talking about these lived experiences.
4. Be a good listener during pod meeting and do not abruptly interrupt other pod members' speaking time.
5. Be empathetic - put yourself in the other person's shoes and be mindful of the impact of your words on other members.
6. Find common ground for the discussion to yield the most helpful discussion.
7. Preface with "I feel" or "I think" (use "I" statements rather than speaking for entire groups).
8. Assume this is a confidential conversation and if you want to share something outside then be sure to ask permission before sharing. If it's something you generally took away from the group conversation (not a personal story) then you can share this but remember to refer to the whole group.
9. Decision making: the pod will make decision based on group consensus during pod discussion time.
10. The pod meets bi-weekly on the second Monday of each session to discuss the reading of each session and issues that each are facing in their own institutions and groups.

*Note: the pod is made of members from different institutions and the solutions for individual institution's issue will likely be different.