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.

Pod Guidelines

1. Ground Rules[4]

1. Assume people are here because they want to be here
2. Be respectful of people's decisions to engage at different levels
3. Assume best intentions and hold yourself accountable to your impact, share personal experiences, and express emotions in a healthy way (e.g, use "I" statements and don't project)
4. Encourage discourse, listen actively, don't be dismissive, and ask clarifying questions to gain a deeper understanding
5. Respect the facilitators guidance in keeping the group focused
6. Confidentiality: "What's said here stays here; what's learned here leaves here."
7. Minimize outside distractions in your control (e.g., phone and email notifications)

2. Making decisions as a group

Voting: We require a majority vote to make decisions as a group, for the group. In order to hold a vote, we require that 60% of our pod members gather in a meeting or participate in the vote asynchronously.

Communication: Reminders of meetings and corresponding materials will be sent out one week prior to a pod meeting via a new email thread. Links to live zoom interviews from URGE will be forwarded by pod leader Gabby Kitch. The GeoEquity Canvas site will be used as a repository for documents. Documents that require pod member text suggestions will be shared via Box.

3. Pod member roles and responsibilities

Deliverables: Pod leader Gabby Kitch will submit the Deliverables to URGE. Deliverables will be formulated in bi-weekly scheduled meetings (Friday at 10 AM CT, pending Department conflicts), and finalized/drafted by pod Leader Rosemary Bush and GeoEquity D&I pillar organizers Peter Puleo and Ryan Harp. Pod members should read over the finalized documents and vote to approve them prior to submission.

Pod meetings: Pod members should read the URGE materials and watch the interviews prior to attending meetings. Members will hold themselves personally accountable, however we have established an opt-in buddy system to encourage pod members to engage with the materials.

[1] R. 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-racisim-plan-for-the-geosciences
[4] Adapted from GeoEquity Community Guidelines formed Aug. 19. 2020