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.

Guidelines for the UMontana Geoscience Pod

1. Ground Rules

1. Listen actively -- respect others when they are talking.
2. Don't be uncomfortable with silence. Taking time to reflect and internalize your thoughts is encouraged.
3. Feel free to speak freely during discussions. You do not need to ask permission to speak, but please be aware that some people may need more time to process thoughts before contributing and we do not want to exclude those voices from the conversation.
4. There will always be an opportunity specifically for students to speak up during each meeting.
5. Speak from your own experience instead of generalizing ("I" instead of "they," "we," "you").
6. 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.
7. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
8. Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
9. The goal is not to always agree -- it is to gain a deeper understanding.
10. Be conscious of body language and nonverbal responses -- they can be as disrespectful as words.
11. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
12. Maintain confidentiality. All stories shared in this space stay in this space unless explicit permission is given by the person sharing the story that it can be shared in another setting. Zoom meetings will be recorded in the event you are unable to attend, but please do not share information in these recordings without permission.

2. Decision making

We will use the group consensus process outlined here to make decisions (https://www.seedsforchange.org.uk/shortconsensus). Instead of simply voting for an item and going with the majority, a consensus group is committed to finding solutions that everyone actively supports or members can at least understand the rationale and accept the decision.

3. Pod member roles and responsibilities

The Pod leader is the main point of contact with the URGE team. The Pod leader is responsible for submitting files to the URGE website (e.g., sign-up form, updates to pod membership, and deliverables) by the indicated deadlines.

We will meet weekly on Wednesdays 9-9:50am over Zoom. The Zoom link can be found in our pod's URGE Box folder. The first meeting of each 2-week session will be dedicated to working on the deliverable for that session. The second meeting of each session will focus on a discussion of the article(s). We will spend 5-10 minutes of each second section discussing review/edits/decisions pertaining to the deliverable for that week. We may also include supplemental readings from the Resource collection as needed.

One pod member will be assigned to each session to lead the development of the deliverables and/or the article discussion. Sign up for this on the Excel file in the URGE Box folder.

Meeting(s) with campus leadership will be scheduled at a TBD date. The Pod leader will be responsible for scheduling these meetings.

We encourage pod members to post information about our weekly discussions and deliverables from our pod over social media (use #URGE and tag @URGEoscience). Sharing deliverables will propagate ideas, foster discussion, and ensure accountability.