



*Unlearning Racism in Geoscience (URGE; [www.urgeoscience.org](http://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<sup>1</sup>, (2) use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies<sup>2,3</sup>, 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.*

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### **Deliverable - 2YC URGE Pod Guidelines**

Education is essential but action is also imperative for achieving the objectives of URGE. Therefore, each URGE topic is paired with deliverables for individual pods to draft and share. *This deliverable is a set of agreed upon guidelines and group norms for your pod.*

#### **1. 2YC URGE Pod Ground Rules<sup>4</sup>**

As members of the 2YC URGE pod, each of us agree to:

1. Listen actively -- respect others when they are talking.
2. Speak from my own experience instead of generalizing ("I" instead of "they," "we," "you").
3. 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 my abilities -- community growth depends on the inclusion of every individual voice.
5. Instead of invalidating somebody else's story with my own spin on my experience, share my 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 (even over Zoom!)
8. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended. Use oops/ ouch (oops if you feel like you made a mistake and ouch if you feel someone else used harmful words, so we can all learn and grow from these moments)
9. 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.
10. Step up/Step back: work to self-regulate, if you tend to be the first to talk, try to sit back and let others speak, if you tend to let others speak, step forward for others to benefit from your perspective.

<sup>1</sup> R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

<sup>2</sup> <https://notimeforsilence.org/>

<sup>3</sup> <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>

<sup>4</sup> Adapted from <http://www.edchange.org/multicultural/activities/groundrules.html> and [https://www.mnys.org/assets/1/6/ground\\_rules\\_-\\_arc\\_discussion.pdf](https://www.mnys.org/assets/1/6/ground_rules_-_arc_discussion.pdf)

## **2. Making decisions as a group**

As members of the 2YC URGE pod, each of us agree to the following procedure for making group decisions:

We will use the chat feature to solicit agreement or disagreement with a proposal.

0 = No, not ready to move ahead

1 = I am not OK with this, needs further discussion for resolution

2 = I see some issues we need to resolve

3 = I see some issues we can resolve later, I am OK moving the discussion forward

4 = I am fine with the proposal as-is

5 = Yes, I enthusiastically support

If any 0s or 1s, the group will keep discussing to build consensus. Once there are no 0s and 1s, and the majority are in 4s and 5s, we will agree to the proposal.

## **3. Pod member roles and responsibilities**

Laura Guertin (Penn State Brandywine) will be serving as the pod leader. In her role, she will be the main point of contact between URGE and our pod and submit required files to the URGE website. She will also take care of the following duties:

1. Schedule meetings
2. Take attendance
3. Upload deliverables to the URGE website

Pod discussant facilitator(s) will be determined at the end of each pod meeting for the next one, with each pod member offered the opportunity to volunteer to serve in this role. The biweekly facilitator(s) will work with the pod leader in setting the agenda for pod meetings.

Pod members will be asked to volunteer as an equity monitor for each pod meeting and in any breakout rooms created. Duties for the equity monitor include

- Making sure pod members stay on the discussion of race and not let it veer too far toward topics that feel safer to talk about;
- Monitor the conversation for oversharing/undersharing;
- Check in with everyone to assure all are understanding and communicating;
- Monitor for unfair dismissal of ideas (if ideas are dismissed, who decides that and why)

The person in the role of equity monitor will use the “raise hand” feature in Zoom and type the number “1” in the chat when alerting the group of a concern that requires review.

As ideas for deliverable(s) are solidified for the pod, duties and responsibilities will be determined, with each pod member contributing in some capacity.