

URGE

Unlearning Racism in Geoscience

Turning old norms upside-down



URGE Pod Guidelines for Augustana College

The Augustana College Geosciences Pod has agreed upon the following guidelines and group norms with the goal being that all members of the pod feel included and safe when discussing difficult and potentially controversial issues.

1. Ground Rules

1. Listen actively – respect others when they are talking.
2. Speak from your own experience instead of generalizing ("I" instead of "they," "we," "you").
3. When appropriate, employ a point/counter-point discussion style as a structured way of sharing ideas and offering feedback. In this way, we hope that we can challenge and – when necessary – redirect one another.
4. We encourage participants to respectfully challenge one another by asking questions, but refrain from personal attacks – focus on ideas and problems rather than people.
5. Participate to the fullest of your ability – community growth depends on the inclusion of every individual voice.
6. Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
7. The goal is not to always agree – it is to gain a deeper understanding.
8. Be conscious of body language and nonverbal responses – they can be as disrespectful as words (even over Zoom or Google Meet!)
9. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
10. 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.
11. Actively cultivate our spaces as "judgement-free zones" by respecting each other's knowledge gaps and/or perceived "missteps" during discussion.

2. Group Decision-Making

While our goal is to come to a group consensus regarding all details of our deliverables, we recognize that that will not always be the case. Some disagreements can be resolved during the editing process. All documents will be uploaded to a shared Google Drive folder and can be

edited by all members prior to the session deadline. If one or more pod members dissent with the majority opinion, they are encouraged to communicate with the full group or directly with the leader, Kelsey Arkle. If disagreements cannot be resolved through group discussions within our pod, both majority and dissenting opinions will be included in the final deliverable document.

3. Pod member roles and responsibilities

Our pod leader, Kelsey Arkle will be responsible for the following recurring tasks:

1. Scheduling meetings (via Google Calendar and/or during live meetings)
2. Take attendance
3. Take notes as needed, especially in discussions of deliverables
4. Upload deliverables to the URGE website
5. Schedule meetings with organization/institution leadership
6. Read supplemental articles / materials for deliverables as needed
7. Draft deliverables and share with pod for review/edits/discussion at the pod meetings

Susan Wolf will be responsible for facilitating the Google Meet meeting (including setting up camera(s), recording the session, and uploading it to the shared Google Drive).

The responsibility of leading weekly reading discussions will rotate. At each meeting, the leader for the following session will be confirmed. This member will prepare a short list of questions to prompt discussion. It would be useful if these were in some way tailored to the session's deliverables.