Principles and Mission

We are committed to the principles of community of the University of California, Berkeley rooted in our interwoven missions of teaching, research and public service. These principles reflect our passion for critical inquiry, respectful debate, discovery and innovation, and our deep commitment to contributing to a better world.

The Earth and Planetary Science (EPS) Department Mission Statement

Research, education and service in EPS is driven by a fundamental human curiosity about the past, present and future of Earth and other planets. We underpin our intellectual mission with a comprehensive dedication to equity, accessibility and inclusion for all.

Berkeley Principles of Community

Every member of the EPS community has a role in sustaining a safe, caring and humane environment in which these values can thrive.

- We place honesty and integrity in our teaching, learning, research and administration at the highest level.
- We recognize the intrinsic relationship between diversity and excellence in all our endeavors.
- We affirm the dignity of all individuals and strive to uphold a just community in which discrimination and hate are not tolerated.
- We are committed to ensuring freedom of expression and dialogue that elicits the full spectrum of views held by our varied communities.
- We respect the differences as well as the commonalities that bring us together and call for civility and respect in our personal interactions.
- We believe that active participation and leadership in addressing the most pressing issues facing our local and global communities are central to our educational mission.
- We embrace open and equitable access to opportunities for learning and development as our obligation and goal.

UC Berkeley's "Principles of Community" statement was developed collaboratively by students, faculty, staff, and alumni, and issued by the Chancellor. Its intent is to serve as an affirmation of the intrinsic and unique value of each member of the UC Berkeley community and as a guide for our personal and collective behavior, both on campus and as we serve society.

Who We Are

Who is the EPS community

Staff, students, postdocs, faculty, researchers, visitors and collaborators. We are a global university hence our community comprises many nationalities. We recognize that our campus site on the territory of the Huichin, the unceded ancestral land of the Ohlone people and that the land on which our community exists and benefits remains of great importance to the Muwekma Ohlone people.

Our principles of community are carried with us outside of the campus, at conferences, at other institutions, and in other nations. We understand that in those other forums and cultures there may be different norms and guiding principles.

The EPS community is a partner of our scientific societies.

Group Norms

Pod Respectful Communication Guidelines:

1. Use the names (and pronouns, if given) as stated by the participants. (You are welcome to append your pronouns to your Zoom names, if you are comfortable doing so.)
2. Respect 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.
3. Use respectful language verbally and in chat.
4. When speaking about opinions or reactions, use 'I' statements and avoid generalizations of 'they', 'we', or 'you'.
5. Practice active listening.
6. Be conscious of our facial expressions and other non-verbal cues that could be construed as disrespectful without words.
7. 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.
8. The goal is not to always agree -- it is to gain a deeper understanding.
9. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
10. All participants are encouraged to attend and participate to the fullest of your individual ability and availability -- community growth depends on the inclusion of every individual voice.
11. In the same vein, all levels of participation should be valued equally -- avoid judging others' different levels of interaction as disinterest.

Logistics:

- Try to keep from interrupting a person who is already speaking as much as possible. Remember that you can use the clap or thumbs up reaction to express support instead of verbal accolades or applause.
- Keep chat material to items that are relevant to the course and appropriate to a professional setting. Extraneous conversation is very distracting to your peers.
- Resources in addition to those on the URGE website can be posted under "filed" on bcourses.
- Comments and links can be added to bcourses under the "discussion" link.

Group decision making rules:

- Aim for consensus, require majority (and recall item 8 above), and capture nuances in any document to the extent possible.
- Consensus is acquired by having open review of all produced materials and dedicated space to discuss points of controversy the Friday before it is due. When no more objections are raised, consensus is reached.
- Pod leader is the 'final editor'. They cannot make unilateral major decisions, but they have authority to tweak language while cleaning up deliverables before they are submitted.

Expectations for Pod Members

All pod members:
- Follow the group norms outlined previously
- Complete required readings
- Listen to Monday interviews prior to our Friday weekly meeting
- Participate in discussion (by actively listening or with verbal input - see also pod communication guidelines)
- Read/skim the sample deliverable from the URGE website
- Participate in completing the deliverables
- Sign up to be a co-pod leader

Pod leader: Finalize deliverable for that week
- edit text and formatting
- coordinate finishing unfinished sections by reaching out

Pod helpers (everyone who is not a leader that section):
- put leg work into deliverables!
- work with pod leader when help is requested

At the end of the program, all pod members will work together to design a presentation to give to different members of the EPS community and beyond (campus leadership) in order to implement the deliverables.