

BRYN MAWR

COLLEGE

I. Bryn Mawr BioGeoScientists Pod 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. 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.
4. Don't make assumptions about others. Ask questions.
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!).
9. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
10. When mistakes are made, please respectfully acknowledge them so we can all learn.
11. "Step up, step back." In other words, be mindful of how much you're contributing and be willing to adjust your level of participation so that everyone has a voice.
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.

II. Making Decisions as a Group

All decisions, deliverables, and group reports of the Bryn Mawr BioGeoScientists Pod will be made by simple majority. A simple majority will allow contrasting opinions to be respected, but will not prevent momentum on any particular action.

III. Pod member roles and responsibilities

Pod leader, Thomas Mozdzer, will be the main point of contact between the Bryn Mawr College BioGeoScientists and the URGE Team. The pod leader will schedule all Zoom meetings, upload deliverables to the URGE website, and will schedule a meeting with the Bryn Mawr College Provost. All pod members agree to lead, take notes, and be responsible for drafting a deliverable for one of the eight sessions. All pod members will participate in the review and approval of deliverables before submission by the pod leader.

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IV. Bryn Mawr BioGeoScientists pod members:

Dr. Donald Barber – Geology Department & Environmental Studies

Dr. Gregory Davis – Biology Department, Chair of Biology Department

Dr. Selby Hearth – Geology Department

Dr. Katherine Marengo – Geology Department

Dr. Pedro Marengo – Geology Department

Dr. Thomas Mozdzer – Biology Department, URGE Pod leader

Dr. Jennifer Skirkanich – Biology Department

Dr. Arlo Weil – Geology Department, Chair of Geology Department