URGE

Unlearning Racism in Geoscience

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.

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1. Bucknell University Pod Ground Rules[1]

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. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
5. Instead of invalidating somebody else's story with your own spin on their experience, share your 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.
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, including in hiring, promotion, tenure and retention discussions.

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[1] Adapted from URGE Pod Guidelines example, which was adapted from http://www.edchange.org/multicultural/activities/groundrules.html and

https://www.mnys.org/assets/1/6/ground_rules_-_arc_discussion.pdf

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2. Making decisions as a group

Our pod will make decisions using respectful group consensus. Our intention is to come to a consensus on all decisions, but if one or two members do not agree with the consensus, they will not be forced to conform in order to move ahead with a decision.

3. Pod member roles and responsibilities

Pod leaders are the main points of contact between URGE and the pods. The pod leader, Ellen C, submits files to the URGE website (e.g., sign up form, updates to pod membership, and deliverables).

Members will take turns leading different discussions and spearheading different deliverables.

Meetings will be every other Friday from 1:30-2:30 p.m. All members will participate in each meeting.

The discussion leader for that unit will be responsible for:
-Taking attendance (important for accountability)
-Taking notes as needed, especially in discussions of deliverables
-Read supplemental articles / materials for deliverables as needed (for example, the asset mapping deliverable will be accompanied by a short paper about the purpose of creating community asset maps and how to generate your own.)
-Draft deliverables and share with pod for review/edits/discussion at the pod meetings

For every unit, the pod leader, Ellen C, will:
1. Upload deliverables to the URGE website
2. Schedule meetings with organization/institution leadership