URGE
Unlearning Racism in Geoscience

Deliverable 1: URGE Pod Guidelines

Our Unlearning Racism in Geoscience (URGE; urgeoscience.org) group, named Cascadia Pod, has agreed to the following ground rules as guidelines throughout working together:

1. Honor Language an Individual Chooses for Themselves: No policing of identities.
2. Avoid Harmful Language: Avoid ableist, ageist, racist and gendered language.
3. Leave rank and the power structure of academia outside the group.
4. We come here from a wide variety of experience levels, financial access, and opportunities. Recognize your own social privilege (e.g., race, class, gender, sexuality, ability, occupation, position in academia) and how it informs your perspectives and reactions.
5. Learning is more important than being right. Differentiate between opinion and informed knowledge, which comes from sustained experience, study, and practice. Hold your opinions lightly and with humility.
6. Ensure everyone who wants to share has a chance to speak.
7. Listen actively—respect others when they are talking.
8. Speaking from your own experience instead of generalizing ("I" instead of "they", "we", "you").
9. 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.
10. Participate to the fullest of your ability—community growth depends on the inclusion of every individual voice.
11. Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
12. The goal is not always to agree—it is to gain a deeper understanding.
13. Be conscious of body language and nonverbal responses—they can be as disrespectful as words (even over Zoom!)
14. Acknowledge Impact, Regardless of Intent: We have to trust each other to work together, but we may hurt each other along the way. Listen and acknowledge when you have harmed.
15. Maintain "space for grace" while identifying implicit bias
16. 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.

We agree that decision-making in the pod will proceed via consensus.

In our pod, each two-week session of URGE will have four different roles:
1. **Pod point of contact (permanent - Sofia)**
   a. Register our pod with URGE and therefore serve as the primary point of contact with URGE.
   b. Update the pod roster as necessary.
   c. Facilitate rotating of pod roles between each session.
2. **Pod leader (1 person, rotating)**
   a. Schedule session's pod meeting
   b. Lead discussion during session's pod meeting
   c. Read any supplementary material necessary for pod deliverables for each session.
   d. Draft deliverables prior to pod meeting.
   e. Finalize & submit pod deliverables after pod meeting, by pod deadline.
3. **Pod leader "elect" (1 person, pod leader from the previous session)**
   a. Provide support for current session's pod leader.
4. **All pod members**
   a. Complete the session's readings + watch "inclusivity tip" video prior to pod meeting
   b. Provide input on draft deliverables during pod meeting
   c. Actively participate in pod meeting discussion

We agree that for each two-week session of URGE, roles will be rotated.

We are committed to following these guidelines as a pod.

Signed,
Cascadia Pod
1/29/21

Pod members:
Sofia D'Ambrosio
Sammi Grieger
Paul Edison-Lahm
Emily Shroyer
Sanjoy Som
Simon de Szoeke
Flaxen Conway
Christine Baker