

Diversity @ Durham URGE pod - Group Rules and aims

Group Rules:

- **Do your research:** All members are encouraged (but not required) to read URGE curriculum papers/watch interviews. Formal members will be expected to have done this before meetings to enable them to lead discussions/summarise contents for those who have not had time. **If you haven't looked over the material – come to the discussion anyway!**
- **Participate:** Everyone should try and contribute (no matter formal/informal or level of seniority) – all opinions offer different perspectives, so speak from your own experience where possible
- **Be respectful:** of others opinions and let others speak without interruption (wait to be called to speak by moderator). Don't be afraid to challenge opinions, but try not to undermine their personal experiences and avoid personal attacks
- **Speak your mind:** Don't be afraid to say the "wrong thing" - we're here to learn.
- **Be tolerant:** Try not to get angry/feel hurt by things others may say out of ignorance, assume good intentions – correct them, explain why it may be offensive and help them learn for the future
- **Don't be defensive:** If you are called out, try not to get defensive or feel offended, take it as a learning opportunity and acknowledge that even if it was not your intention, your words may have been hurtful
- **Maintain Confidentiality:** Personal stories should not be shared more widely, unless explicit permission has been given

Decision making

Decisions will be made by majority vote, but the exact nature of the agreement will be recorded ie: if there is full consensus or if there is any dissent this will be recorded along with reasons for it.

Aims/ Goals

Our overarching goal is to increase diversity within our department/institution/subject and foster an inclusive and safe working environment for those from all backgrounds.

To this end group aims include:

- To educate ourselves and learn from the differing opinions and perspectives of others about ongoing racial issues within our society, academia, subject and institution
- To learn how (and what) practical changes can be implemented to help increase diversity within our own departments/institution
- To bring any relevant knowledge/strategies we become aware of to others within our departments, across all levels (and the wider university where appropriate)
- Turn discussions into actions by drafting in-actionable policy changes

- Insure our policy changes are shaped, influenced and informed by the lived-experience of those who face racial issues within our own institution
- Work with other ongoing university initiatives where appropriate
- Identify where our recommendations need to be presented in terms of institutional organisations who have the power to enact changes
- Identify who has responsibility for delivering change and make sure they are held accountable for doing so