



URGE

Unlearning Racism in Geoscience

URGE Pod Agreement for the GooseBarn Group

Education is essential but action is also imperative for achieving the objectives of URGE. The GooseBarn URGE pod is committed to safe, respectful, and effective communication, supporting each other's learning, and thoughtfully considering how our actions align with our intentions. The group is made up of two tenured faculty and 9 graduate students and research staff.

We are committed to the following 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. 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

Making decisions as a group - Our group is committed to discussing decisions openly and seeking consensus.

Pod member roles and responsibilities –

- We will have multiple pod members leading discussions and generating deliverables that either reflect group contributions or are directly edited by the group.
- As a group, we have decided upon a schedule of meetings for discussions throughout the semester, rotating responsibility each time.

¹ R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018).

² <https://notimeforsilence.org/>

³ <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>



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- We have an agreed upon standing zoom link and meeting time weekly.
- Pod leaders (Barnard & Gooseff) will take attendance each week.
- The person leading the discussion will take notes to include in the deliverable.
- One of the pod leaders will upload deliverables to the URGE website
- As a group we will work to schedule meetings with organization/institution leadership, though direct communication will come through one of the pod leaders.
- All pod members will complete the reading and video viewing prior to each meeting.
- Each discussion leader will draft deliverables and share with pod for review/edits/discussion at the pod meetings

If, as a member of the GooseBarn pod, you agree with these guidelines, please type your full name below.

Note- All members discussed this document and agreed, but a few did not have the opportunity to add their names before upload.

Michael Gooseff
Kathleen Welch
Holly Barnard
Margaret DiGiorno
Sidney Bush
Joel Singley