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.

JOHNS HOPKINS EARTH AND PLANETARY SCIENCES URGE POD

GROUND RULES

1. **Maintain confidentiality.**
   a. 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.
   b. We will not record/create a transcript. Instead we will have a note taker keep anonymous notes.

2. **Plan to listen actively and respect others.**
   a. If you feel you aren't being respected/are unable to talk, contact Sabine or another pod member.
   b. Act as bystanders for one another.
   c. Practice step-up / step-back - If you tend to speak up first in group discussions, *step back*: take pauses in conversations to let others speak. If you tend to not speak up in discussions, *step up*: try to jump in and share your thoughts.

3. **Speak from your own experiences.**
   a. Use "I" statements (rather than "they", "we", "you") to avoid generalizations and the assumptions that come with them.
   b. Don't retell someone else's story unless you've received explicit permission to do so.

4. **Challenge one another without personally attacking one another.**
   a. Rather than telling someone they are wrong, use words like "view point from different angle" or "can you please clarify for me what you meant by…"
   b. Remember that all pod members are here from a place of love and hope and not to be antagonistic. Remind ourselves of this, if/when topics get heated.

---

[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-racisim-plan-for-the-geosciences

c. Say "ouch" to note that someone said something that upset you, and say "oops" to note when you recognize that something you said could have been upsetting to others.

d. Remind ourselves that when we note to someone that they may have said something upsetting, we are not calling-out but calling-in.

5. **Participate how you feel most comfortable.**
   a. Pod members should revisit ground rules to remind ourselves of these regularly - especially making sure everyone is speaking and conversation isn't dominated by a few members.
   b. Raise hands.
   c. Mid-session check-ins. Pause to see if anyone who hasn't spoken yet would like to share something.

6. **Keep goals in mind.**
   a. We do not always have to agree, we want to get a deeper understanding of racism in sciences.

7. **Respect body language and be aware of non-verbal cues.**
   a. Camera may be turned off on Zoom.

MAKING DECISIONS AS A GROUP

1. **Steps for decision making**
   a. Identify the decision that needs to be made.
   b. Ask if anyone feels more discussion is needed before a vote is taken and allow discussion within time constraints.
   c. Take a vote. If consensus is not reached, ask if anyone feels their viewpoint was not heard. If yes, ask them to share their viewpoint. If not, ask if anyone objects to moving forward with the majority decision.
   d. No one who objects will be required to carry out work they disagree with.

2. **Decision making methods**
   a. Anonymous zoom polls.
   b. For final deliverables, chosen leaders make final editing decisions.
   c. If someone feels disagreement strongly, they may email the Pod leader to voice that opinion. Pod leader will address this with the group keeping the person's anonymity.

POD MEMBER ROLES AND RESPONSIBILITIES

1. Meeting scheduling: **Pod leader**
2. Read articles and engage with session content: **All pod members**
3. Take attendance and create a session document: **Meghan will ensure the document is open, pod members will enter their names and the group will take notes en masse.**
4. Draft deliverables: **All pod members in collaborative google docs**
5. Upload deliverables: **Naomi**
6. Schedule meeting with leadership: **Sabine and Maya**