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.

Deliverable - Pod Guidelines

Ground Rules for UK EES Pod

1. Listen actively -- respect others when they are talking (Maintain good Zoom etiquette).
2. 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.
3. Speak from your own experience instead of generalizing ("I" instead of "they," "we," "you").
4. 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.
5. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
6. Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
7. The goal is not to always agree -- it is to gain a deeper understanding.
8. Acknowledging that as we are mostly white in our pod, we should strive to understand our own privilege and bias, but also not make assumptions on the privilege, bias, or experience of others inside or outside of our pod. This also means not speaking for the experience of groups with which we do not identify.
9. Be conscious of body language and nonverbal responses -- they can be as disrespectful as words (even over Zoom!)
10. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
11. Aim to treat each other as colleagues and understand that academic experience or career standing does not directly translate to life experience.
12. Be genuine and avoid any pressure to be performative.

2. Making decisions as a group

We will strive for consensus decisions, recognizing it may not always be possible. If other opinions are respectfully considered, a majority vote may be used.

3. Pod member roles and responsibilities

While the Pod Leader will take primary responsibility for scheduling, Canvas site maintenance, and collating efforts from different groups, up to three breakout room leaders will be utilized for each meeting. The schedule will be updated on the Pod Google Sheet.