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

1. Listen actively -- respect others when they are talking.

2. Mute yourself when not speaking to minimize interruptions.

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.

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. Be conscious of body language and nonverbal responses

9. Assume everyone's good intentions ("assume ignorance rather than malice") but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.

10. 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.

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[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

[4] Adapted from http://www.edchange.org/multicultural/activities/groundrules.html and https://www.mnys.org/assets/1/6/ground_rules_-_arc_discussion.pdf

2. Making decisions as a group

Our group will make decisions by consensus, using the methods outlined here: (https://www.seedsforchange.org.uk/shortconsensus). We agree to approach disagreements in good faith, to find a resolution that suits all participants.

3. Pod member roles and responsibilities

<u>Attendance</u>: Participants agree to attend bi-weekly meetings (Weds. 1 - 2:30 pm) having reviewed the week's material. Our group is small enough that attendance will be evident.

<u>Anna: Pod leader</u>
Upload deliverables to the URGE website
Schedule meetings with organization/institution leadership
Read supplemental articles / materials for deliverables as needed (for example, the asset mapping deliverable will be accompanied by a short paper about the purpose of creating community asset maps and how to generate your own
Draft deliverables and share with pod for review/edits/discussion at the pod meetings

<u>Jon: Participant</u>
Take notes as needed, especially in discussions of deliverables

<u>Marcy: Participant</u>
Send meeting Calendar invite
Take notes as needed, especially in discussions of deliverables

<u>Lauren and Scott: Participant</u>