



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 Geoscience¹, (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

This deliverable is a set of agreed upon guidelines and group norms for our pod. These guidelines were agreed upon so that all members of the pod can participate and learn in a safe, inclusive environment to discuss difficult and potentially controversial issues.

1. Pod Ground Rules

Our Pod agrees to the following ground rules for our group:

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. We will use Robert's Rules of Order when appropriate.
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. We agree no topic is taboo; we will address topics bravely and not shy away from uncomfortable topics.

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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7. Be conscious of body language and nonverbal responses -- they can be as disrespectful as words (even over Zoom!). Participants will fully engage using their camera when possible. Group will discuss potential body language/nonverbal responses proactively to prevent them from disrupting the group.
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. This applies to note taking; we will not include personal stories in notes.
10. Every member of the Pod will do their best to come to the meeting prepared having watched/read the materials for each session; we will be understanding when someone is not completely prepared due to other obligations.
11. We recognize that in addition to educating ourselves, we need to identify actions that we will take to achieve our session and overarching objectives during URGE.

2. Making decisions as a group

Our Pod will reach decisions by obtaining a majority vote. The meeting notes will document any dissenting opinions and their reasoning. This is relevant during the formation of deliverables, reporting back to the larger URGE group on activities, and other decisions made by the Pod.

3. Pod member roles and responsibilities

Pod Leader, Manika Prasad, is the main point of contact between URGE and our pod. Pod Leader will submit any administrative files to the URGE website (e.g., sign up form, updates to pod membership).

Our Pod will distribute responsibilities. We will use a shared, cloud-based spreadsheet for Pod members to sign-up for roles.

Each session will have a **Discussion Leader**, who will:

- schedule the session meeting,
- begin their session by summarizing the assigned readings/media,
- read supplemental articles / materials for deliverables as needed,
- will summarize as many of the supplemental readings as they are able,

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- moderate discussion of session materials,
- Draft deliverables and share with pod for review/edits/discussion at the pod meetings
- facilitate group input to deliverables,
- finalize edits of deliverables and provide Pod adequate time to review before submission,
- upload deliverables to the URGE website by the submission deadline

Each session will have a **Facilitator**, who will:

- Maintain a speakers' list that follows Robert's Rules of Order,
- Encourage leveling of power dynamics by monitoring talking time,

Each session will have a **Scribe**, who will:

- Keep running notes of the meeting, excluding personal stories, which are confidential
- Take attendance by listing those attending in the notes
- Share the notes with the Discussion Leader at the conclusion of the meeting