UC Davis / University of the Pacific Pod 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 (e.g., oops/ouch).
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.
10. Accept that there may not be closure and that there may be discomfort. We should not let our discomfort take away from the discussion at hand.
11. Do not ask anyone to be the spokesperson for their entire group.
12. Avoid ableist, racist, homophobic, transphobic language, including when retelling experiences.

Making decisions as a group

The pod will make decisions using a consensus process. We will try to achieve unanimous consensus for our deliverables to URGE, with all participating members agreeing with the content of the deliverable. However, we recognize that unanimity is not always possible. Thus, we will work with the spectrum of disagreement described by Seeds For Change and consider consensus reached when no participating member chooses to block the deliverable. Members who have not participated in the consensus process cannot block a deliverable, but the pod will consider their objections.

Pod member roles and responsibilities

1. Laura Rademacher will be the pod leader and will be responsible for uploading

deliverables and emailing information to the pod members. Meghan Zulian will be the Davis co-leader.

2. We will use the Google Drive folder to share materials and collaborate.
3. The meeting schedule, meeting leader, attendance, and notes are in the URGE-Scheduling-helper spreadsheet. Meeting leadership will be shared as equitably as possible.
4. Each session leader will be responsible for suggesting any supplemental readings (be mindful of everyone's time, though) and will prepare draft deliverables to ensure our meetings are efficient. They will also moderate the discussion for that meeting. Note- and attendance-taking can be delegated as needed.
5. Attendance at pod meetings is strongly encouraged. If you aren't able to regularly scheduled meetings, you may continue to participate by reviewing and contributing to the pod's deliverables developing in the Google Drive and communicating directly with the pod through the email list and slack channel.
6. Pod members will engage with the materials provided by URGE during each session to prepare for the pod meeting. Pod members are invited to attend meetings, even if you may feel behind on the materials for that session. However, we ask that you attend in a listening role on those days.

URGE Pod Agreement for the UC Davis / University of the Pacific Pod

This agreement is between the UC Davis (*Davis*) and University of the Pacific (*Pacific*) pod and their respective administrations which include: Renetta Tull - Vice Chancellor for Diversity, Equity and Inclusion, Davis; Michael Oskin - Chair of Earth and Planetary Sciences, Davis; Rick Grosberg and Tawny Mata, Director and Executive Director of the Coastal & Marine Sciences Institute, and Rena Fraden, Pacific's Dean of the College of the Pacific. Our Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) pod has the following meetings scheduled with the University/Organization Leadership:

- Meeting 1 - Introduction to URGE and Discussion of Pod Goals - email introduction
- Meeting 2 - Invitation for leadership to attend a regular pod meeting - 3/26/21
- Meeting 3 - Follow-Up Discussion of Pod Proposal and Actions - week of 5/10
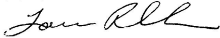
We are committed to URGE's primary objectives:

1. Deepen the community's knowledge of the effects of racism on the participation and retention of minoritized people in Geoscience, focusing on those who are Black, Brown, or Indigenous.
2. Use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies.
3. Share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage.

We are committed to our pod's objectives:

1. Discuss and assess the racial justice, equity, and inclusivity of our programs.
2. Develop an anti-racism Action Plan specific to issues with Davis and Pacific Geoscience programs, including methods for measuring and reporting progress.

We are committed to pursuing these objectives individually, as a pod, and as organizations.

[signature]	1-12-2021	*[signature]*	2/12/2021
Pod Leader(s)	Date	Leadership	Date

Pod Members: *Tessa Browne, Robert Citron, Kari Cooper, Sophia Dew-Hiersoux, Alyssa Griffin, Tessa Hill, Natali Hoeg, Cristina Lazcano, Cait Livsey, Claire McKinley, Mallika Nocco, Holly Oldroyd, Michael Oskin, Laura Rademacher, Dawn Sumner, Kosana Suvocarev, Melissa Ward, Meghan Zulian*