

PennEES Pod-Guidelines

The University of Pennsylvania Earth and Environmental Science (EES) graduate students are eager to begin the hard work of eliminating racist and exclusionary culture and practices in our department by participating in education opportunities and taking action through the Committee on Diversity, Equity, and Inclusion (CDEIC) in EES. We are excited for the opportunity that Unlearning Racism in Geoscience (URGE) has to offer, particularly in terms of teaching us ways to make EES a space where Black, Brown, Indigenous and other Underrepresented Minority Geoscientists feel safe, accepted, and heard. The following set of guidelines will be implemented so that all members of PennEES Pod can actively participate in unlearning racism and ensuring accessibility, justice, equity, and inclusion (AJEDI) in the field of geosciences.

PennEES Pod-Ground Rules

1. Listen actively before responding. Part of learning is being able to *hear* and take in what others have to say without responding.
2. Speak from your own experiences. Avoid generalizations.
3. Respect others' experience: We may have different OR similar stories to share, and contexts to draw from. All are legitimate. Believe others.
4. Do not be afraid to respectfully challenge one another by asking questions, but personal attacks will not be tolerated -- 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. Make room for all voices to be heard. Do not dominate the conversation. In particular, if you have identities that are associated with privilege, it is your responsibility to practice self-awareness around how your privilege affects your participation in conversations.
7. Do not invalidate somebody else's story with your own spin on their experience, share your own story and experience. Believe them.
8. The goal is not to always agree -- it is to gain a deeper understanding. Approach unexpected ideas with curiosity, not argument. Debate ideas and conclusions, not personal experiences.
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. However, things that are said that hurt someone else, even if unintended, will be acknowledged and addressed.
11. 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.
12. Make an effort to avoid gendered language. Keep in mind the preferred pronouns of individuals, as it is the most basic way to show them respect.

Decision Making in the Pod

In order for this pod to effectively work on the expected deliverables and report to the broader URGE group, it is important to determine the methods upon which decisions will be made within the PennEES Pod. Given the current size of our pod and the topics for which we will be making

decisions, we agree to implement a *group consensus* method of decision making. In this manner, the collective solutions/decisions to topics that arise will be actively supported by the whole pod.

Pod Member Roles and Responsibilities

The following list includes the members of the PennEES Pod as of **January 29th, 2021**:

- Kaliopi Bousses - PennEES pod leader
- Andrew Gunn
- Maura Slocum
- Natalia Aponte
- Sophie Silver
- Jaydee Edwards
- Micaela Ninni
- Ananth Srinivas
- John Ruck
- Travis Hager
- John Sime
- Dr. Jane Dmochowski

In order to ensure a more equitable distribution of tasks and to further encourage accountability, we will be rotating responsibilities. The rotating schedule will coincide with the two-week sessions that URGE has developed. The tasks include but are not limited to:

- I. Scheduling meetings (Monday 12-1 every week)
 - II. Taking attendance (important for accountability)-Andrew will create a weekly attendance spreadsheet
 - III. Note taking as needed (important during discussion of deliverables)-Schedule meeting with organization/institution leadership-Sophie
 - IV. Reading supplemental articles/materials-Rotating schedule
 - V. Drafting deliverables and sharing with pod for review/edits/discussion at pod meetings
- We will decide these roles for the next session during each session pod meeting.