

Phytoplankton Pod Deliverable 1

Our pod's ground rules to facilitate compassionate and thought-provoking discussions that will help shape future actions:

1. Whether you are listening or speaking, lead with compassion first.
2. Allow and encourage everyone to express their opinion or suggestion on a topic before moving on to the next discussion point. This will ensure that everyone has equal contribution in discussions and all viewpoints are heard.
3. Answer questions posed in good faith, honestly and fairly, recognizing possible inexperience of pod members with the racial topics.
4. Meet people where they are and understand, but don't justify someone's harmful bias. The country or state that each person was raised in may shape their perspective and influence how we challenge them to grow.
5. Push yourself and continuously self-evaluate: how can the topics that have been discussed be directly or indirectly applied to your own behavior; can the knowledge gained be passed on to your friend circle or family members to help them grow as well (while maintaining confidentiality)?
6. Understand that each pod member is learning. If harmful words, inaccurate phrases, or something offensive is said in this process, take time to explain specifics of the harmful interaction with respect and the purpose of education.
7. Practice bravery through involvement in each conversation topic. If any becomes overwhelmingly difficult, write down your questions and comments. Your ideas can be discussed during a designated time in the next meeting. Additionally, this could provide you a record of your development and growth throughout this program.
8. Promote respect by encouraging gratitude and thank people for their perspective, personal stories, and vulnerability.
9. Be actively engaged during the zoom meetings, with special attention given to facial expressions, so that compassion and encouragement comes from your body language, along with your words.

Pod member roles and responsibilities:

- Jessica Hillhouse will schedule meetings and upload deliverables to the URGE website.
- Noah Claflin will take meeting attendance.

- Dr. Antonietta Quigg will schedule meetings with Texas A&M University leadership during week 5.
- Each pod member will read supplementary materials and contribute equally to the program deliverables.
- Sarah Davis will draft and edit deliverables and send deliverables to pod prior to pod meetings.
- Alexandra Prouse will take meeting notes.

In addition to the above ground rules and member tasks, deliverables will be assessed during meetings, edited as a group, and the final copy will be uploaded to the URGE website following via consensus to ensure each deliverable is representative of the pod.