

# URGE

## Unlearning Racism in Geoscience

URGE POD – Ground Rules



SF STATE

- Expect learning and progress
- Be adventurous, honest and fearless
- Have fun
- Assume positive intent
- All points of view have value
- Speak to your own experiences and don't generalize (use I statements)
- Don't forget to be afraid to express your opinions/ideas/questions
- No judgement
- Participate as fully as possible
- Try to take away something actionable from each meeting
- Have a facilitator to manage discussion and allow everyone to talk
- Confidentiality-what happens here stays here, what's learned here, leaves here.
- The goal is not to always agree -- it is to gain a deeper understanding.
- Make this a safe place to ask clarifying questions about hard topics, language
- Listen Actively
- Take space, make space
- Think about other perspectives
- Give appreciations often, have gratitude