



### **Pod Guidelines**

The purpose of this curriculum is to help Geoscientists unlearn racism and improve accessibility, justice, equity, and inclusion (AJEDI) in our discipline. In order to facilitate a healthy, positive, and engaging environment our pod will adhere to the following guidelines:

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.
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. Don't be afraid to speak up if something hurt and/or offended you so members of the group can apologize and continue with healthy conversation moving forward. This also allows members to learn from the experience and grow.

### **Making decisions as a group**

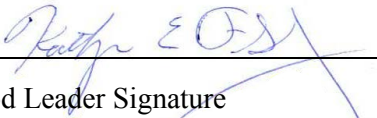
Since we have a small pod we have decided that a group consensus will be sufficient for making decisions as a group.

### **Pod member role and responsibilities**

Pod leaders are the main points of contact between URGE and the pods. Pod leaders submit files to the URGE website (e.g., sign up form, updates to pod membership, and deliverables). It would work best if there is a designated person from the pod who submits files to URGE to avoid sending duplicate deliverables files. Our pod leader is Dr. Kathryn Shamberger. Email: [katie.shamberger@tamu.edu](mailto:katie.shamberger@tamu.edu).

Tacey Hicks and Ally Savoie will primarily be responsible for drafting deliverables to share with the pod for review/edits/discussion at the pod meetings. Our emails are [hicks.tacey@tamu.edu](mailto:hicks.tacey@tamu.edu) and [Allison.m.savoie@tamu.edu](mailto:Allison.m.savoie@tamu.edu).

All members are expected to take notes for the readings, seminars, and discussions. All members are expected to read the supplemental articles/materials as needed.

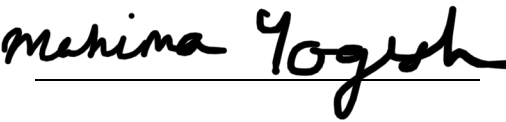
  
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Pod Leader Signature

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29 January 2021  
Date

Pod Members:

  
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