



Smith College GEO Pod

Unlearning Racism in Geoscience (URGE; www.urgeoscience.org) is a community-wide journal-reading and policy-design curriculum to help Geoscientists unlearn racism and improve accessibility, justice, equity, and inclusion (AJEDI) in our discipline. URGE's primary objectives are to (1) deepen the community's knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience¹, (2) use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies^{2,3}, and (3) share, discuss, and modify anti-racist policies and strategies within a dynamic community network and on a national stage. By meeting these objectives, we hope that Geoscience departments and societies will be able to implement a well-researched crowdsourced group of anti-racist policies.

Deliverable - Pod Guidelines

Smith College Geo Pod Ground Rules⁴

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.

¹ R. E. Bernard, E. H. G. Cooperdock, No progress on diversity in 40 years. Nature Publishing Group. 11, 1–5 (2018). ² <https://notimeforsilence.org/>

³ <https://www.change.org/p/geoscientists-call-for-a-robust-anti-racism-plan-for-the-geosciences>

⁴ Adapted from <http://www.edchange.org/multicultural/activities/groundrules.html> and https://www.mnys.org/assets/1/6/ground_rules_-_arc_discussion.pdf

2. Making decisions as a group

The Smith Geo POD plans to make decisions by consensus.

3. Pod member roles and responsibilities

Smith GEO Pod Leader: Greg de Wet

Pod Leader responsibilities: Schedule meetings, organize Pod materials & deliverables, remind Pod members of URGE schedule, activities, etc.

Weekly session leader responsibilities: Take attendance, take notes on meeting, prepare/collate deliverables, submit deliverables via URGE website.

Smith College GEO Pod Roles

Pod Leader: Greg de Wet

Weekly Session Leader Responsibilities: Take attendance, take notes on meeting, prepare/collate deliverables, submit deliverables via URGE website.

Session 1 Leader (1/18 - 1/29): Greg de Wet

Session 2 Leader (2/1 - 2/12): Sara Pruss

Session 3 Leader (2/15 - 2/26): Sara Pruss

Session 4 Leader (3/1 - 3/12): Bosiljka Glumac

Session 5 Leader (3/15 - 3/26): Amy Rhodes

Session 6 Leader (3/29 - 4/9): Greg de Wet

Session 7 Leader (4/12 - 4/23): Sarah Mazza

Session 8 Leader (4/26 - 5/7): Greg de Wet