

We, the members of URGE UC Central Valley Pod group, comprised of members of the UC Merced and UC Davis academic community, hereby establish our Codes of Conduct for participating in URGE, Unlearning Racism in Geoscience.

## Ground Rules

We have adopted a combination of UC Merced's "Principles of Community" (<https://www.ucmerced.edu/principles-of-community>) expanded in UC Merced's Anti-Racism in Environmental Systems course (ES292, Fall 2020) and UC Davis' CWS Code of Conduct adapted from UC Davis' Principles of Community (<https://diversity.ucdavis.edu/principles-community>) into the following Pod Guidelines:

- We acknowledge that systemic racism is real, happening now, and is harming people of color,
  - We respect the inherent value of all people, while acknowledging that this often isn't reflective of many peoples' lived experience.
  - We are aware of and honor the complexity of each of our identities and backgrounds.
- (Source: UC Merced Principals of Community, ES292-2020 Anti-Racism in Environmental Systems).

We identify that discrimination includes actions based on:

- race,
- ethnicity,
- gender and gender expression,
- sexual orientation,
- age,
- visible and non-visible disability,
- nationality,
- citizenship status,
- veteran status,
- religious/non-religious beliefs,
- spiritual beliefs,
- political beliefs,
- socio-economic class,
- status within or outside the university,
- or any of the other differences among people that have been excuses for misunderstanding, dissension or hatred.

We are dedicated to providing a welcoming and supportive environment for all people. We are committed to creating a warm and inclusive workplace with room for different people, ideas, and perspectives.

We recognize that people are still subject to historical and ongoing discrimination. We commit to provide access, opportunities, and support to underrepresented groups in higher education and research. We confront and reject all manifestations of discrimination. When people are subjected to bias, stereotyping, prejudice, and exclusionary practices, it impacts all of us in our community; we share the responsibility to address these issues.

(Source: UC Davis CWS Code of Conduct).

## Expectations

In order to foster a community of inclusion, learning, and mutual respect, we as members commit to the following practices, and as best as possible, will adhere to these ideals at all times:

- Preparation for Sessions
  - To the best of our abilities, we will arrive to our sessions having completed the minimum work for the current session as outlined by the URGE curriculum. Should we have not prepared, we will take the role of an active listener.
  - We expect that members responsible for co-leading the Agenda of the week as outlined by the Pod schedule will adequately prepare and arrive to their intended session. Session co-leads will inform the Pod group to any pertinent/relevant information necessary for the Session. If no other direction is provided, the Pod members will complete the minimum items from the URGE curriculum for that session.
- Code-of-Conduct
  - We will show up as best we can. This may mean something different for different individuals. We all have varying degrees of comfort in speaking up publicly and expressing ourselves differently. This is a space for learning and growth. It is okay to gently correct each other. When we are attempting to educate one another we will:
    - Not assume intentions and motivations - particularly as we learn new concepts.
    - Give each other the presumption of charity.
    - Remember that intentions and motivation do matter, as well as tone.
  - Accept people's self identifiers. Do not correct anyone else's lived experience.
  - We adopt into our language norms the use of "People first" language (e.g. "people with disabilities" or "people experiencing homelessness"). This practice affirms the humanity of all individuals.
  - Give people the benefit of the doubt, we are all taking this step to learn together.
  - We are all coming from different experiences and will strive not to judge what others have done in the past.
  - Speak from your own experience only. We can empathize with others, but cannot fully understand or explain their lived reality.
  - Be an active listener; try not to interrupt when others are speaking. Allow the moderators to control the order of speaking in discussions.
    - This is particularly difficult over zoom when we are unable to use body language to communicate. Let's also appreciate and be charitable in giving the benefit of the doubt here as well in terms of intention.
  - Be aware of how much you're speaking, leave space for others
  - Try to maintain empathy and practice cordiality with others.
  - Accept the existing various viewpoints that may be expressed
  - Be aware that we all have internal biases. We commit towards actively dismantling our own biases.

Anti-racism requires action, it is not enough to be "not racist", we must be anti-racist. "Fighting" against racism is often subtle. Conversations and open communication are critical. We must be engaged and bring this discussion to all of our spaces. This work does not end here.

## Decision-making

We agree to a consensus approach in decision-making processes. We will acknowledge and document disagreements and dissensions in the Agenda for the current session for the members to review, reflect, and address in a timely fashion (by the next session, one week's time). If there is not a resolution by the next session reflective of the nature of the circumstances and content of the issue, it will be carried into the following weeks' agendas until it is resolved.

## Roles and Responsibilities

We outline the following tasks and identified responsible constituents for conducting our Pod sessions in Table 1. We acknowledge

Table 1. Member Roles and Responsibilities.

Task	People or Notes
Schedule meetings	every Friday 3 pm. <a href="https://ucmerced.zoom.us/j/88900277269">https://ucmerced.zoom.us/j/88900277269</a>
Take attendance	Everyone adds their name to note for each session to show that they are present.
Take notes	Agenda serves as group notes; Pod leader(s) set up agenda and take notes during meeting
Upload deliverables to URGE website	Becca
Schedule meetings with organization/institutional leadership	Marissa (UC Davis) Anna & Jessica & Teamrat (UC Merced)
Read supplemental articles/materials for deliverables as needed	Pod leader(s) (rotates for each session)
Draft deliverables and share with pod for review/edits/discussion at the pod meeting	Pod leader(s)

Members of the URGE UC Central Valley Pod group will each sign and maintain a personal copy of these guidelines. As a unit, we hereby acknowledge these guidelines into effect by signing this documents as a collective below:

UC Central Valley

2/12/2021

• URGE pod name

effective date