



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 Geoscience^{2,31}, (2) use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies, 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 1 - Pod Guidelines

The members of the URGE pod at the University of Florida agree to use the following guidelines to facilitate a safe, inclusive environment to discuss difficult and potentially controversial issues.

Ground Rules for UF Geosciences URGE Pod Discussions

1. Listen actively -- respect others when they are talking.
2. Speak from your own experience instead of generalizing.
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. (We will not record our discussions for this reason, but will take notes of key outcomes and topics that are discussed)

Making decisions as a group

Our Pod will make decisions as a group. We will use participant features such as hand raising and yes/no options in Zoom to count votes. A simple majority majority rules. We will not use private voting methods. Meetings are not recorded and open voting is appropriate for the setting.

Pod member roles and responsibilities

1. Schedule meetings - Anita
 - Poll the group for availability and select a time that works for the most number of people each week.
2. Take attendance (important for accountability) - Esther M
 - Write down names or take a screenshot of the participant window during the meeting.
3. Take notes as needed, especially in discussions of deliverables - Jason B.
 - Document key outcomes and discussion topics, but not specific details of discussions.
4. Upload deliverables to the URGE website - Anita
5. Schedule meetings with organization/institution leadership
 - Contact leadership at department level and higher to organize a time to talk about outcomes and goals for Pod activities as outlined in the Pod Agreement (Deliverable 2).
6. Read supplemental articles / materials for deliverables as needed - everyone!
7. Draft deliverables and share with pod for review/edits/discussion - Anita
8. Reporting out - will vary throughout the semester
 - Working with leadership (u-grad and grad coordinators, others) with deliverables and bringing them in as needed for questions and clarification. Info and requests with outside people need to be approved by the group first.
 - Faculty meeting updates?
 - Student report? Share outcomes with student community.