

Pod Guidelines - Jan 29, 2021

Goals of this pod are to deepen our knowledge of the effects of racism on the participation and retention of black, brown, and indigenous people in Geoscience, and share, discuss, and modify or develop anti-racist policies and strategies

Ground rules

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. Focus on ideas and problems. Ask questions, but refrain from personal attacks
4. Participate to the fullest of your ability
5. 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.

As a consequence of these ground rules, try to share your story instead of invalidating somebody else's with your spin on theirs. Be conscious of body language and nonverbal responses. Let's assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.

Roles and responsibilities

Schedule pod meetings (use when2meet, doodle, etc to make this easier!) - pod leader Chandler Countryman, with support from the pod

The two pod members volunteering to lead each session will be responsible for:

- Take attendance (important for accountability)
- Take notes as needed, especially in discussions of deliverables
- Upload deliverables to the URGE website
- Read supplemental articles / materials for deliverables as needed (for example, the asset mapping deliverable will be accompanied by a short paper about the purpose of creating community asset maps and how to generate your own.)
- Draft deliverables and share with pod for review/edits/discussion at the pod meetings

Schedule meetings with organization/institution leadership - our main institutional target is the Marine Sciences departmental DEI committee (see Pod agreement).

Decision making

Decisions will be made through a consensus approach as outlined at <https://www.seedsforchange.org.uk/shortconsensus>. It involves three levels of consent (Agreement with the proposal, Reservations, Stand Aside) and the option to not consent (Block), with a commitment to respect the voice of non-consenting pod members.