

We, the UNCW Earth and Marine Sciences Pod, agreed at our first pod meeting on Tues, Jan. 26, to reach decisions by consensus.

We also agreed to adopt the ground rules as laid out in the example document by URGE leadership:

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.

Member roles and responsibilities: Bresnahan to schedule zoom meetings and draft/upload deliverable documents, Marsan to create and organize Teams for more organized collaboration, LaMaskin to invite graduate students, ALL to contribute to conversations, refinement of deliverables, reading of articles, viewing of webinars/recordings, and adding to notes.

Meetings will take place every other Tuesday at 5 pm on Zoom (link to be sent by Bresnahan). Next meeting is Feb. 9, 2021.

Signed, the UNCW Earth and Marine Sciences Pod:

Phil Bresnahan, Qianqian Liu, Shannon Klotsko, Yvonne Marsan, Andrea Hawkes, Ata Suanda, Scott Nooner, Stephanie Kamel