URGEO
Unlearning Racism in Geoscience

GEOSCIENCES COLLEGE OF SCIENCE VIRGINIA TECH.

Virginia Tech Geosciences Pod

Deliverable #1 Pod Guidelines

1.0 Ground rules

1. **Listen actively** -- respect others when they are talking.
2. **Be conscious of how much space you take up in a conversation.** Ensure there is equitable opportunity for all individuals to engage and be heard.
3. **Maintain confidentiality.** All stories shared in this space stay in this space unless explicit verbal permission is given by the person sharing the story that it can be shared in another setting.
4. **Be sensitive.** Be aware that identities, experiences, power dynamics, and other information that may not be sensitive for you can be very sensitive for others.
5. **Be careful when using humor and irony.** We do not all find the same things funny.
6. **Do not be afraid to respectfully challenge, but focus on ideas not people.**
7. **Participate to the fullest of your ability** -- community growth depends on the inclusion of every individual voice.
8. **Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.** Speak from your personal experiences instead of generalizing using phrases like, "I'd like to share an experience as well...".
9. **The goal is not always to agree** -- it is to gain a deeper understanding.
10. **Be conscious of body language and nonverbal responses** -- they can be as disrespectful as words (even over Zoom!)
11. **Assume good intent,** but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
12. **Time will be allotted each meeting specifically for comments from non-faculty members of the pod.**
13. **We understand that we are still learning, and with that, are aware that group norms and ground rules may need to change in the future.** Any changes will be made by consensus.

2.0 Group decision making

Group consensus will be used to make decisions, such that we will discuss and share perspectives until all group members feel comfortable or can live with the decision reached.

3.0 Roles and responsibilities

- All pod members will abide by established pod ground rules. They will be responsible for reviewing all educational material outlined in the URGE curriculum, attending URGE live webinars (or viewing recordings), and attending weekly pod meetings to the best of their ability. If a Pod member has to miss a meeting, they will addl their contributions to the running notes.

- The URGE Pod Leader, Sarah Stamps, will be responsible for submitting all deliverables. Dr. Stamps has organized weekly meetings from 1:30-2:30 pm on Wednesdays based on all members' availability, established a recurring Zoom meeting link, and created a shared Google drive folder for the group to collaborate online.

- The Pod Leader and Department Head will coordinate communication about this URGE Pod and their activities to non-Pod members (e.g., department, college, university administration).

- Scott Evans will be responsible for taking attendance at each pod meeting.

- The responsibilities of pod meeting discussion facilitation and deliverable drafting will rotate (together) each week. The schedule for this rotation is outlined below. If a note-taker is not signed up in advance, another pod member will volunteer to take notes that day.

Deliverable	Leader, Note-taker
Session 1: Racism and Definitions	Sarah Stamps, Gabrielle Troia
Session 2: Racism and Individuals	Sarah Stamps
Session 3: Racism and History	Ben Gill, Wynnie Avent II
Session 4: Racism and Justice	Eileen Martin
Session 5: Racism and Accessibility	Brian Romans
Session 6: Racism and Inclusivity	Steve Holbrook
Session 7: Racism and Self Care	Rachel Reid
Session 8: Racism and Accountability	Scott Evans