URGE
Unlearning Racism in Geoscience

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[1], (2) use the existing literature, expert opinion, and personal experiences to develop anti-racist policies and strategies[2,3], 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.

Wetland Soils & Greenhouse Gas Exchange Lab Pod Guidelines

Ground Rules

1. Listen actively -- respect others when they are talking. Respecting others when they are talking over Zoom can be difficult and it is easy to accidentally interrupt someone, please use a physical gesture or raise/lower hand via zoom function and the facilitator will call on you.

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. Please react calmly when being respectfully challenged.

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.

10. Being mindful that we are living through a pandemic and people are dealing with unprecedented circumstances that are not always visible over Zoom (the pandemic burnout is real).

11. If a pod member intentionally and repeatedly breaks the ground rules they will be ejected from the meeting and the group will decide if it is appropriate for them to return to future meetings

12. If a pod member makes you feel uncomfortable/unwelcome, etc. during a pod meeting, you can confidentially report your discomfort to Scott or Maria.

2. Making decisions as a group

Decisions will be made by a group consensus.

3. Pod member roles and responsibilities

1. Pod Leader(s): Scott Davidson & Abigail Shingler
-Serve as points of contact between pod members and URGE.

2. Attendance & Note Taker: Abigail (unless facilitating)

3. Upload deliverables to the URGE website: Abigail

4. Schedule meetings with organization/institution leadership: Maria (Week 6?)

5. Read supplemental articles / materials for deliverables as needed: All

6. Draft deliverables and share with pod for review/edits/discussion at the pod meetings: All