

Young Petrology and Geochemistry pod deliverable 2: Complaints and Reporting

Preamble: Our pod is not a university department or group. Rather, we are a group of assistant and associate professors in petrology and geochemistry attempting to build an inclusive peer community rooted in antiracism and inclusivity (informally named Petronet, for now). This community will be run through Slack (at least at first). We are using URGE as an opportunity to catalyze the creation and growth of this group and hold ourselves accountable to this goal. Because we are not a university department, our deliverables do not exactly match the deliverables outlined in URGE; however, we have attempted to make deliverables within the same spirit, each week, that help us move toward our goal of community building. This document is our working draft of our Code of Conduct and guidelines for our Slack community.

One thing that we have discussed extensively, but not reached a satisfactory answer, is how to handle complaints and make a fair reporting system to ensure the group remains healthy and inclusive. Our challenge in this regard differs somewhat from university departments, because we are an informal organization that exists outside of university systems. We have attempted to draft a few first steps toward what we hope is good group policy in this document; however, we would greatly appreciate any feedback in this regard.

Petronet: a network for early-career petrologists and high-temperature geochemists

Code of Conduct and Slack Guidelines

A living document: This Code of Conduct should be seen as a living document that can and should change and improve in parallel with the group. This is your group and you should feel ownership of its growth and evolution. If you have any suggestions or questions for improvement, you should contact any of the group management (see below).

Basics: The overarching goal of this group is to provide a supportive community for early-career petrologists and high-temperature geochemists. This goal is centered in antiracism and inclusivity, such that all may feel welcome. All interaction in this group should align with these ideals. As such:

- Be kind and respectful. Do not insult or put down other group members.
- All communication must be considerate of people of different cultures and identities, including (but not limited to): race, religion, sexuality, gender, body size, and ability.
- Behave professionally.
- Contribute to discussions online and in meetings with a constructive, positive approach.
- Help out other members of the community.
- Be mindful of talking over others when discussing in groups, and be willing to hear out the ideas of others.

Privacy: This group is open to all who want to join and contribute to the community. No one with genuine interest will be turned away. However, this is not a public community. No screen capturing or recording is permitted without the permission of those involved. Posts and

conversations in the chat should not be shared outside of the group without the permission of everyone involved.

Intellectual property: Scientific discussions will occur in the group. At times, someone might share a new project idea or preliminary data, in search of help, feedback, or advice. All group members must respect such ideas and data as intellectual property owned by the person sharing. They are not to discuss or share this information outside of the group, even anecdotally, without the permission of the owner.

Permissible conversation: All conversation should contribute to the group's goal of increasing diversity and equity in our field through creation of an inclusive and supportive community. For example, a graduate student beginning to use a new analytical technique or seeking advice on an aspect of their work is encouraged to use this space to learn from their peers (and allied faculty). However, a professor should not use this space to solicit papers on a new topic they are beginning to research, as about the best lab supplies to buy, or to advertise a conference session they are hosting. The former centers student growth and community building; the latter centers a professor's research and is redundant with resources/ societies/ listservs that are already available elsewhere. Any of the group management (next paragraph) has the right to remove any content from the slack that is deemed inappropriate or not consistent with the group's intention.

Group management: The Slack workspace was created by Cailey Condit (U-Washington). The following people also have administrative access and are actively involved in the group's functioning: Emily Cooperdock (U Southern California), Victor Guevara (Amherst College), Robert Holder (U Michigan), Madison Myers (Montana State U), Erika Rader (U Idaho), Jessica Warren (U Delaware). If you have any questions about the group, would like to start a new channel, or would like to become more involved in the direction of the group, feel free to contact anyone of these people.

Conversations about racism and exclusion in Earth science: In this group we will have open conversations about racism and exclusion in Earth Science (with a focus in the fields of petrology and high-temperature geochemistry) and how to counter them with intentional antiracist and inclusive action. During these conversations, it is highly likely that someone will unintentionally say something incorrect or offensive, or at least partly so. These are not currently normal topics for discussion in our science and it is only through practice that we can become proficient and fluent. During such conversations, we ask that you adhere to the following community standards for discussion:

- Speak from your own experience instead of generalizing.
- If someone shares a personal experience, do not invalidate it with your own interpretation and do not minimize it by centering your own story or experience in response.
- If you see a person speaking or posting something that might be offensive and/or harmful respectfully challenge them, but refrain from personal attacks. Focus on the ideas and problems in your challenge, not the person.
- If you are challenged by someone for something you do or say, resist the urge to be defensive. Personal growth requires listening and self-reflection.
- Assume everyone's good intentions, but also acknowledge the impact of saying something that hurts someone else, even if unintended.
- The goal is not to always agree, it is to gain a deeper understanding.

Reporting and response policies for harassment, exclusion, and misuse of the group: If you are harassed*, discriminated against, or offended by anything in the group, please contact any of the members of the group management listed in the previous paragraph. Anything you say to them will be confidential unless you specifically give permission for that information to be shared [need to double check that this is OK, given faculty's status as mandatory reporters at most US institutions]. If the person you contact feels that they need to discuss the incident with other members of the group management, they will ask your permission first, so that only people approved by you are brought in to help.

Cases of harassment or attacks on other group members will result in immediate removal of the offending person from the group. In cases of milder personal offense: (1) If it is intentional, the offending person will still be removed from the group. Personal attacks are not permitted, no matter how mild. (2) If it is not intentional, decisions about how to respond will be made in conjunction with the person reporting and/or the person(s) offended. The severity of a personal offense will be defined by the offended person, not the offender.

For more nebulous disagreement or discomfort caused by anyone or anything in the group, you can contact any of the members of the group management. Anything you say to them will be confidential unless you specifically give permission for that information to be shared. Decisions about how to address these issues will be made with you, as the person reporting. The goal of this group cannot be achieved if people do not feel comfortable to be themselves, scientifically and personally; you are therefore encouraged to contact group management with any issues you see or experience, even if they are small.

*Harassment includes anything verbal, physical, or implied that is offensive or excluding to anyone in the group.

Decision making: Currently all decisions about the direction of the group will be made by consensus of the group management (above). If not all members of group management are able to be contacted for a decision or do not respond within a reasonable time (at least 1 week), decisions will be made by consensus of the available group management.

Decisions about meeting times, events organized among group members, or new initiatives within the group can be made by whomever is hosting / initiating the meeting. We recommend that majority vote be used in such situations, or as near to majority as possible.