

Pod Agreement

We are not operating within a single institution, and are a group of recent undergraduates on a variety of paths through the earth sciences and other fields.

Goals and Action Items

- 1) We each have individual goals for our time in this space and going forward
 - a) We will start conversations with people in the spaces we exist within (personal, institutional, or other; this varies by person and situation, since we don't have a formal structure)
 - b) We each have personal goals for learning and growth that we have discussed and will hold each other accountable for
- 2) We are building a toolkit together of resources we can draw upon in future conversations and roles
- 3) We also have a broad goal of providing and building community and support -- this is a space for each other to have important discussions now and in the future

Pod Guidelines

Pod Ground Rules

1. Listen actively
2. Speak from your own experience
3. Respectfully challenge one another by asking questions, but refrain from personal attacks
4. Participate to the fullest of your ability
5. Instead of invalidating someone else's story with your own spin on their experience, share your own story and experience -- but "resonate not relate," be cognizant of different lived experiences especially when based around marginalization you may not personally experience
6. Avoid downplaying other people's stories or sharing advice where it's not requested
7. Call yourself out, call each other in
8. The goal is not to always agree, it is to gain a deeper understanding
9. Be conscious of body language and nonverbal responses
10. Assume good intentions but acknowledge the impact of saying something that hurts someone else, even if unintentional. We all have implicit biases from living in a racist society, and learning isn't linear, so we need to accept that mistakes will be made
11. Maintain confidentiality -- stories, names, and places should stay here, but lessons should be taken out
12. Treat everybody else the way they want to be treated
13. Be cognizant of our preexisting relationships and identities, and the dynamics that those create in the group
14. All experiences are experiences that can provide opportunities for growth and learning
15. Logistics stuff:
 - a. Address deliverables in the first part of the meeting and then open discussion so people can drop off as time permits
 - b. Tentatively keeping this meeting at 11am EST/10am CST/9am MST/8am PST on Saturdays, with potential to move as necessary in the future

Making Decisions

Group consensus on deliverables and other decisions related to the group

Pod Member Roles

- Rotate important tasks -- taking notes, drafting deliverables, etc. (Pod Jobs Tracker document)
- Sign up for moderation ahead of time; rotate notetaking and deliverable drafting each week as people are available; assign document upload and coordination for next week at the end of our meetings
- Maintain flexibility acknowledging that we are living in a pandemic with very different living and employment situations!