



## URGE- Unlearning Racism in Geoscience

### Caltech GPS POD

January 29<sup>th</sup>, 2021

#### Session 1 Deliverables

##### I. Pod Ground Rules

These ground rules serve as a basis for our pod and a starting point to facilitate respectful conversations.

- 1) If you are not Black/Indigenous: remember that you are not, and that our pod is majority non-Black/non-Indigenous. Recognize that most of us do not understand the lived experiences of the Black or Indigenous communities. No one person can truly understand the lived experience of any other human being.
- 2) **Participate** to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
- 3) **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.
- 4) Assume everyone's **good intentions** but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
- 5) **Listen actively** -- respect others when they are talking.
- 6) **Take space, make space** -- be conscience of how often you are speaking. If you haven't spoken in a while, consider contributing more; if you are dominating the conversation take a step back for others to have a chance to speak.
- 7) **Focus on what others are saying** instead of planning what you will say next.
- 8) **Speak from your own experience** instead of generalizing ("I" instead of "they," "we," "you").
- 9) **Don't directly call out** specific situations or people (either those present or in relation to our shared community).
- 10) **Don't pressure** others to speak on specific topics.
- 11) Instead of invalidating somebody else's story with **your own spin** on their experience, share your own story and experience.
- 12) 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.
- 13) Be aware of **speaking out of defensiveness** - speaking about difficult subjects can sometime make people feel they need to defend themselves, if you feel this way ask yourself why and remember our goal is not to shame others.
- 14) The goal is **not to always agree** -- it is to gain a **deeper understanding**.
- 15) Be conscious of **body language** and **nonverbal responses** -- they can be as disrespectful as words (even over Zoom!)

## II. Decision-Making Strategy

When faced with making decisions our pod feels that choosing either consensus-building or majority rule will depend on the specific decision at hand. For example, scheduling decisions vs. determining a central component of a deliverable require different considerations. In all cases we agree that it is important to ensure space for people to share reservations and time for people to understand how the decision was made.

## III. Pod Member Roles and Responsibilities

Weekly roles such as taking attendance, taking notes, preparing and sharing draft deliverables with the pod, and leading discussions will rotate weekly. Roles will be assigned such that everyone contributes equally, however if anyone feels called to a specific role for a particular week based on the subject material they are encouraged to communicate and sign up or trade for that role. Likewise, if someone is overwhelmed on a particular week and feels they cannot fully complete their assigned role they are encouraged to reach out and request help or have someone trade weeks with them. Everyone should aim to read at least one of the supplementary reading materials each week and share any poignant information they glean during our pod discussions.