

# **Challenger Society for Marine Science Unlearning Racism in Geoscience (URGE)**

## **Pod Guidelines**

1. Listen actively.
2. Step up, step up. If you're listening a lot, step up your speaking. If you're speaking a lot, step up your listening.
3. Maintain confidentiality. 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 intention.
5. Ouch, oops. If something said in this space is hurtful for you, say "ouch" and the person who said the hurtful thing says "oops." This will be an opportunity to learn.
6. Speak from your own experience instead of generalizing ("I" instead of "they," "we," "you").
7. 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.
8. Observe and state as observables rather than attaching a judgement. (ie. I observed that X was interrupted.)
9. The goal is not to always agree -- it is to gain a deeper understanding. We are all here to learn.
10. Come prepared for discussion, having done the readings, watched the interview, and any other assigned preparation.
11. Participate to the fullest of our ability. Community growth depends on the inclusion of every individual voice.