Group Norms and Guidelines for IRIS/UNAVCO+ Pod

These are the agreed upon group norms, ground rules, and guidelines for the IRIS/UNAVCO+ URGE pod. These will be briefly reviewed at the beginning of each meeting and adjusted if deemed necessary by the group through consensus.

1. Group Norms/Ground Rules
   a. Stay engaged
   b. Speak your truth
      i. Speak from your own experience
   c. Experience discomfort
   d. Commit to non-closure
      i. We won't be able to get to everything but we are committed to progress
   e. Listen for understanding... but also expect misunderstanding
   f. Assume positive intentions, acknowledge impact (Ouch Oops)
   g. Stories stay, lessons leave
   h. Suspend judgement of yourself and others
      i. Respect limits and encourage growth
   j. Practice WAIT (Why Am I Talking) - especially if you are speaking more than others.
      i. Rule of three - wait for three more people to talk before talking yourself
   k. Work in this space will be from a place of equals - no job titles/ranks

2. Group Decisions
   a. Consensus
      i. We will seek consensus, with the caveat that we should also prepare for working in other spaces where consensus will not be possible
      ii. We will make space for voicing disagreement and recognize dissent

3. Roles and Responsibilities
   a. Roles
      i. Pod lead - Kasey Aderhold
      ii. Discussion lead and deliverable lead will rotate through pod members and be decided each week and marked in the schedule