URGE Pod Ground Rules

We will adopt the 9 rules from the URGE website:

1. Listen actively -- respect others when they are talking. **MODIFICATION:** Feel free to hold others to account after the fact.
2. Speak from your own experience instead of generalizing ("I" instead of "they," "we," "you").
3. 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.
4. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
5. Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
6. The goal is not to always agree -- it is to gain a deeper understanding.
7. Be conscious of body language and nonverbal responses -- they can be as disrespectful as words (even over Zoom!)
8. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
9. 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. **MODIFICATION:** Group members' stories are okay to share outside the group, as long as there are no identifying details. (And unless the person verbalizes a wish to keep the story private). We want to be able to share what we've learned outside the group.

In addition, we will adopt these extra rules:

1. Use the "stack" method for discussions. (Type "stack" into the chat if you have something to contribute, and the moderator will call on those people with preference to those who haven't spoken as much, or who have identities that are more often marginalized.)
2. Repeat back previous discussion points if they're hazy to make sure they're clarified for the group.