

UNR Geosciences Pod Agreement

Ground Rules

1. Listen actively -- respect others when they are talking.
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. Phrase corrections in a learning context.
6. The goal is not to always agree -- it is to gain a deeper understanding - understand that corrections are meant in a positive way.
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.
10. Stay on topic - designate a leader whose responsibility is to keep momentum going
11. Use the 'tadah' symbol as a signal to stop for a second and discuss what someone just said

Decision Making:

Vote, Discuss, Vote again, and if a member feels strongly, they may veto

Division of work:

1. Schedule meetings - Joel S has arranged that
2. Take attendance - Weekly Leader
3. Take notes as needed, especially in discussions of deliverables - Weekly Leader
4. Upload deliverables to the URGE website - Joel S
5. Schedule meetings with organization/institution leadership (Stacia)
6. Read supplemental articles / materials for deliverables as needed (Weekly Leader)
7. Draft deliverables and share with pod for review/edits/discussion at the pod meetings (Weekly Leader)