W.O.W. Pod Group Norms - Week 1 deliverable (January 29, 2021)

I.   Rules & Guidelines

1. *This is a safe inclusive, confidential, respectful environment.* Pod members will listen actively to one another. All members have acknowledged that pod discussion groups are private. All members have also acknowledged that we are here together with good intentions.
2. *Normalize "I don't know"* and "I don't understand that concept". We are here to learn together.
3. *Pivoting*. We can ask questions of one another, present opposing thoughts, or challenge one another, but in a respectful way that will be a 'pivot', rather than a personal attack. Our efforts in this discussion group are a way to establish and practice techniques that create a safe learning environment so that we can all learn together in a judgement-free zone.
4. *Pausing*. Since we are learning together, we will also be patient with one another while engaged in our discussion. One approach we will use is to take a 'pause', which will consist of spending a few minutes brainstorming a specific prompt, discussion point, or question.
5. *Affirmations*. Acknowledging individual experiences when they are shared, vocally or in other ways.

Rules and guidelines modeled after http://www.edchange.org/multicultural/activities/groundrules.html

II.   Making decisions as a group

Depending on the topic, group decisions will be made on a case to case basis that reflect the group's best interest. All deliverables will be "okayed" on Slack before submission. We will also use Slack-enabled surveys for situations that require majority voting.

III.   Pod member roles and responsibilities

Pod leader: Sarah Hu

Group meeting roles and responsibilities (including note-taking, deliverable submission, attendance taking, etc.) will be decided upon on a session-to-session basis. Pod leader will be supported by a co-leader or the like, such that all responsibilities will not fall on pod leader. Each week, a co-leader will be assigned for the following session.

All members will read, engage in the interviews, contribute to writing the deliverables, and approve of the "weekly" deliverable before submission to URGE. Accountability for each member will be conducted through Slack.

All pod members:

Harriet Alexander
Ashley Bulseco
Sabrina Elkassas
Sarah Hu
Julie Huber
Arianna Krinos
Maggi Mars Brisbin
Maria Pachiadaki
Gretta Serres
Emilie Skoog
Amy Smith