

## Pod Guidelines

1. Ground rules
  - a. Listen actively -- respect others when they are talking.
  - b. Speak from your own experience instead of generalizing ("I" instead of "they," "we," "you").
  - c. 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.
  - d. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
  - e. Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
  - f. The goal is not to always agree -- it is to gain a deeper understanding.
  - g. Be conscious of body language and nonverbal responses -- they can be as disrespectful as words (even over Zoom!)
  - h. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
  - i. 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.
  - j. Recognizing that there may be moments when we need to take a moment to pause and think
2. Making decisions as a group
  - a. Its ok for us to disagree. We will move forward with majority vote. If there is a split, then we will have discussion it.
3. POD member responsibilities
  - a. We will rotate responsibilities each week and we have a sign up sheet

