

Our Georgetown 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.
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.
10. Pod members will take turns leading sessions.

How to Make Decisions as a Group

We will aim for group consensus (e.g. <https://www.seedsforchange.org.uk/shortconsensus>).

Pod Member Roles and Responsibilities

1. Session leader schedules both of the two session meetings using Slack (we will meet twice per session, once in the first week and once in the second week, the initial meeting will enable our pod to touch base about the deliverables before the scheduled interview for a given cycle)
2. Session leader notes attendance (important for accountability) as well as other notes as needed, especially in discussions of deliverables
3. Session leader uploads deliverables to the URGE website by the following Friday

4. Pod members attend meetings with organization/institution leadership
5. Pod members watch the session interviews and read assigned reading each session
6. Pod members read supplemental articles / materials for deliverables as needed
7. Session leader drafts deliverables and shares them with pod members for review/edits/discussion at the pod meetings