

*Ensuring a safe, inclusive environment to discuss difficult issues*

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**Who we are:** The Heartland Pod is a collection of 12 graduate students, professors, postdocs, and research scientists from 8 different institutions across the Central US.

**Ground rules:**

1. Listen actively and respectfully
2. Do not invalidate someone's lived experience
3. Be mindful of your phrasing -- no personal attacks
4. Stories should remain confidential unless explicit permission is granted
5. Be mindful of your body language and facial expressions
6. Acknowledge the impact of hurtful words
7. Respect that people are in different places of understanding
8. The goal is not to always agree -- it is to gain a deeper understanding

**Making group decisions:** accomplished via group consensus i.e., ending up with a compromise that *all parties* agree with.

**Regular meeting time:** This will fluctuate to ensure everyone can attend. Will set these one week before the meeting.

**Roles and Responsibilities:** Austin will upload deliverables to the URGE website. Other responsibilities (e.g. note-taking, leading discussions, creating deliverables) will be divvied-up as we go. The sign-up sheet, and all other working documents, is available on the google drive.

**Individual expectations:** Read the assigned reading and watch the interview materials. Participate in the discussion, help with the deliverables, and work within your department/institution *whenever possible*.