Pod Guidelines/Norms

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. Thinking about stepping up and stepping back.
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. Be mindful of language and word choice (e.g. "you all" instead of "you guys")
11. Leave time and space in Zoom meetings (especially after questions are asked) to make sure all the voices are heard.
12. Understand that we will make mistakes and agree to learn from those mistakes and to hold each other accountable to our norms.
13. Don't make assumptions; ask for clarification
14. Embrace discomfort throughout this process
15. Show up ready to recognize people as their full selves
16. Recognize power dynamics and that we are peers in this work

How we make decisions as a group and confidentiality

We have settled on a consensus based online decision making process (open to modification as we move forward) where we'll add comments to document deliverables and people can reply to that specific comment in the doc. Once everyone has replied "agreed" to a specific comment (or to the whole document) we'll move forward. During each meeting we will also have a discussion about what content from the meeting is okay to be shared outside our pod (if necessary). If unstated, we will assume content is confidential (see pod norm #9).