Pod Ground Rules

We decided that we liked the examples put up by URGE, with one addition (#10)

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. The Golden Vegas Rule: "what's said here, stays here; what's learned here, leaves here"

Group Decision Making: We will try to come to a consensus. Due to the asynchronicity of a lot of our interactions, we will not require explicit affirmative consent from everyone in the group, but anyone who voices comments/issues in the safe space of the group, should have those resolved before we move forward.

Pod member roles and responsibilities: Scheduled per session on the Teams spreadsheet: One weekly discussion leader (scheduling the meeting, reading/watching the materials, guiding the discussion, assembling the deliverables); one note taker. Other tasks (e.g., contacting/scheduling meetings with leadership) to be delegated, as decided in the meetings.