
Group Norms and Guidelines for IRIS/UNAVCO+ Pod

These are the agreed upon group norms, ground rules, and guidelines for the IRIS/UNAVCO+ URGE pod. These will be briefly reviewed at the beginning of each meeting and adjusted if deemed necessary by the group through consensus.

1. Group Norms/Ground Rules
 - a. Stay engaged
 - b. Speak your truth
 - i. Speak from your own experience
 - c. Experience discomfort
 - d. Commit to non-closure
 - i. We won't be able to get to everything but we are committed to progress
 - e. Listen for understanding... but also expect misunderstanding
 - f. Assume positive intentions, acknowledge impact (Ouch Oops)
 - g. Stories stay, lessons leave
 - h. Suspend judgement of yourself and others
 - i. Respect limits and encourage growth
 - j. Practice WAIT (Why Am I Talking) - especially if you are speaking more than others.
 - i. Rule of three - wait for three more people to talk before talking yourself
 - k. Work in this space will be from a place of equals - no job titles/ranks
2. Group Decisions
 - a. Consensus
 - i. We will seek consensus, with the caveat that we should also prepare for working in other spaces where consensus will not be possible
 - ii. We will make space for voicing disagreement and recognize dissent
3. Roles and Responsibilities
 - a. Roles
 - i. Pod lead - Kasey Aderhold
 - ii. Discussion lead and deliverable lead will rotate through pod members and be decided each week and marked in the schedule