URGE Humboldt Pod Guidelines

DRAFT

We agree to:
1. Listen actively with compassion and curiosity -- respect others when they are talking (avoid interruptions).
2. Speak from our own experiences or give appropriate attribution to others' ideas or experiences instead of generalizing.
3. Civility in conversation -- we can respectfully challenge one another by asking questions, but refrain from personal attacks. Offer and receive constructive feedback with grace.
4. Participate to the fullest of our ability -- community growth depends on the inclusion of every individual voice.
5. Share our own stories and experiences instead of invalidating somebody else's story with our own spin on their experience.
6. Work toward gaining a deeper understanding -- we share a safe space for difficult dialogue, we might not always agree.
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.

We will make decisions as a group, through group consensus as we co-create our deliverables.

Our pod leader will upload deliverables to the URGE website and schedule our meetings, while all pod members will share the role of leading the discussion (a different leader for each session).