Pod Guidelines
January 29th, 2021

- Ground Rules
  - Listen actively -- respect others when they are talking.
  - Speak from your own experience instead of generalizing ("I" instead of "they," "we," "you").
  - 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.
  - Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
  - Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
  - The goal is not to always agree -- it is to gain a deeper understanding.
  - Be conscious of body language and nonverbal responses -- they can be as disrespectful as words (even over Zoom!)
  - Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
  - 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.
  - Zoom videos will only be shared within EAS pod
  - "Oops/Ouch" framework
- Decision Making
  - We will make decisions on deliverables based on a majority vote.
- Division of Responsibilities
  - Responsibilities for the following session will be divided at the end up session meetings.
  - Deliverables
    - Kirsten, Jeff, Elizabeth, Travis, Clarke, Josie
  - Running Discussions/Creating Discussion Questions
    - Travis, Josie
  - Organizing Meetings
    - Josie