

Juneau Icefield Research Program  
Group Norms  
Due: Friday, January 29

*Note to participants: Please take some time to look through, edit, and add to these group norms. This will be a living document to maintain respect and thoughtful conversation throughout the process. We will discuss these norms in our first meeting.*

1. Active listening and engagement-- during meeting times, focus on the meetings
2. Disagree with respect-- call in, don't call out
3. Make space for everyone to talk comfortably and equally. If you have power in a conversation, be sure to take a step back and allow everyone meaningful time to speak
4. Speak from your own experience, and respect those sharing different experiences than you.
5. Strive to gain deeper understandings rather than agreement
6. Give the benefit of the doubt, but don't allow even unintentional disrespect to go unnoted.
7. Keep stories and personal details within the group.
8. Give credit when/where appropriate
9. Be open to admitting missteps, be open to accepting apologies