Monterey Bay URGE Pod Guidelines

Pod Ground Rules

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 the person sharing the story gives explicit permission that it can be shared in another setting.

Making decisions as a group

Decisions regarding the operation of the groups (group leader, change in activities, etc….) will be decided via majority vote.

Pod member roles and responsibilities.

1. The pod leader and will sent out weekly notices and reminders regarding pod activities. They will forward all information sent from the URGE PI team and will update the shared Monterey pod Google drive with resources and other materials related to pod activities. They will also be responsible for scheduling Zoom meetings and surveying pod members for mutual meeting times.
2. All pod members will participate in readings and group discussions around assigned readings.
3. Pod members will actively participate in all activities. This includes leading pod readings and assisting in the production and uploading of all deliverables.