

URGE Session 1
Jan 18 - Jan 29

Racism and Definitions: Defining the words we use

Deliverable: Group Norms – Setting Your Ground Rules

Attendance

Tuesday, 1/26/21 group meeting: Oriel, Natalie, David, Josh, Audrey, Andy, Lori, Chris

Friday, 1/29/21 group meeting: Schuyler, Christian, Kendall, Cristina, Devon

Guidelines (that can always be amended!)

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.

Call in vs call out:

- Calling in = connection, meeting someone where they're at. Call people into the conversation. Talking about systems, structures.
 - Calling out = targeting things that others say. Separates someone from the group. Not giving others an opportunity to learn. Focused on the person rather than idea.
4. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice. (see also # 10)
 - Attendance policy: pod members must do their best to attend consistent meetings. Moving between Tuesday and Friday meeting times (or going to both) as needed is okay.
 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.
 - Use code words (e.g., ouch, oops), use the chat, or direct discussion when it happens. In all three types of response, provide space for people to discuss hurtful words.
 - Be aware of different ways that each of us (e.g., someone of color) would say that they're hurt. So being hurt will manifest itself in different ways.
 - There's no statute of limitations on voicing their feelings.
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.
10. [Move Up, Move Up](#) -- "If you're someone who tends to not speak a lot, please move up into a role of speaking more. If you tend to speak a lot, please move up into a role of listening more." Contribute without taking up space. Active listening vs actively talking -- balance these. (see #1)

Decision making

- Motion to make decisions through consensus

Pod member roles and responsibilities—Sign up on spreadsheet each week! Please sign up by the end of previous week's meeting.

1. Schedule meetings—as of now, same two meeting times will be held every other week.
2. Take attendance (important for accountability)
3. Take notes as needed, especially in discussions of deliverables
4. Upload deliverables to the URGE website
5. Schedule meetings with organization/institution leadership (near end of URGE curriculum)
6. Read supplemental articles / materials for deliverables as needed—spreadsheet signup will have spot for person in charge of reading closely that week. This person will also be the discussion lead for the week.
7. Draft deliverables and share with pod for review/edits/discussion at the pod meetings