

Oberlin URGE Pod Guidelines Jan 29, 2021

1. Pod Ground Rules

In order to achieve unity, we must have justice. Justice includes an open-minded search for the truth. None of us is the exclusive holder of the truth, and so we need to have open and honest discussions in search of the truth. In order to pursue these goals, we will follow these ground rules (modified from those suggested by the IDEAL center, Science Museum of Minnesota)

- Listen with the possibility of being changed. Speak with the promise of being heard
- Be present, and be your best self
- We will care for our bodies and move when we need to
- Everyone has something to learn. Everyone has expertise to offer.
- We need each and every person in this group.
- You have the right to ask for help, and the duty to assist
- Be willing to experience discomfort.
- Expect and accept non-closure.
- What's said here stays here, what's learned here leaves here
- No one is done until everyone is done
- Everyone helps
- Help by explaining
- Speak from your own experience

2. Making decisions as a group

We plan to use ORID Structure, from the *Art of Focussed Conversation*, with the goal of reaching consensus.

O: Observational Questions (the What)

- Assures everyone is on the same page, the most straightforward
- What does the text actually say? What clarifying questions do you have?

R: Reflective Questions (the Gut)

- Invokes intuition, memory, emotion, imagination
- How does ___ relate to your experience with ___? How does this resonate with you?
How does it make you feel?

I: Interpretive Questions (the so what)

- Builds meaning and awareness
- What is a key insight you had? What are the implications?

D: Decisional Questions (the now what)

- Make meaningful choices based on previous steps
- What might you do with the ideas we've discussed? How might this discussion inform your planning for _____?

3. Pod member roles and responsibilities

1. Schedule meetings (use when2meet, doodle, etc to make this easier!)
 - a. We have set a recurring meeting time (every other Monday at 11:10 am)
2. Take attendance (important for accountability)
 - a. See rotation below
3. Take notes as needed, especially in discussions of deliverables
 - a. See rotation below
4. Upload deliverables to the URGE website
 - a. Zeb
5. Schedule meetings with organization/institution leadership (Week X)
 - a. Zeb
6. Read supplemental articles / materials for deliverables as needed (for example, the asset mapping deliverable will be accompanied by a short paper about the purpose of creating community asset maps and how to generate your own.)
 - a. See rotation below
7. Draft deliverables and share with pod for review/edits/discussion at the pod meetings
 - a. See rotation below

We will rotate through the note taker/deliverable leader role who will be responsible for task 2-3 and 6-7 before passing deliverables to Zeb to upload. Deliverable leader can also choose to subdivide and delegate tasks.

Module 1: Zeb

Module 2: Becca

Module 3: Amanda

Module 4: Karla

Module 5: Michelle

Module 6: Rachel

Module 7: Clara Margaret

Module 8: Steve

We will also have a different point person in charge of running general meeting flow and leading a summary discussion of the week's reading.

Module 1: Zeb

Module 2: Karla

Module 3: Michelle

Module 4: Rachel

Module 5: Clara Margaret

Module 6: Steve

Module 7: Becca

Module 8: Amanda

