

Southern Methodist University URGE Pod Group Norms

- Be aware of group and power dynamics
- BIPOC students and faculty do not have the responsibility to teach us – it is on us to lead this because we want to see things change
 - We would like to strike a balance between involving and getting buy-in from groups and not relying or making them do the work
- Conversations and meetings are confidential – deliverables are not
 - Route to producing deliverables is confidential
- Community buy-in is important for drafting statements
- Talk one at a time, be respectful of group members
- Use zoom raise hand function if you are having trouble
- Use a shared google doc for note taking during sessions and rotate note-taking responsibilities
- Use gallery / screen sharing view in Zoom in order to read body language and fully participate in conversations