

# Session 1: Pod Guidelines

## SoCal Community Colleges Pod

### Community and meeting norms

1. Be respectful. We can (and will) disagree and will do so with respect for one another.
2. Speak from a personal perspective and acknowledging we have different experiences
3. Move up; Move up: If you are 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.
4. Embrace vulnerability, honest engagement, and growth
5. Discomfort is expected and even healthy
6. Nothing is set in stone -- we are envisioning and rebuilding a culture together
7. Adopt a problem solving mentality
8. No one knows everything; together we know a lot
9. Create a supportive and non-judgmental space
10. Encourage honest and authentic communication
11. Be open-minded, make room to hear all ideas
12. Practice self-awareness and patience
13. Be positive and respectful when speaking of others
14. Honor the space and dedication of the people who work in it
15. Praise each other
16. Don't allow past to dictate future, and learn from history
17. Validate feelings, but don't internalize negativity

### Member responsibilities

- Pod leader will forward all URGE communications to participants
- Pod leader will update the pod participants and upload deliverables
- We will work to share other tasks, including note taking, organizing meeting times, creating deliverables