Temblor URGE pod guidelines and group norms

Members contributing to this policy

Jen, Alka, Meg, Ross

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 ("ouch" and "oops").

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 ("ouch" and "oops").

9. Maintain confidentiality unless permission is given to share it. 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.

Decision making process

Group consensus

Pod member roles and responsibilities

1. Schedule meetings: Ross
2. Take notes as needed, especially in discussions of deliverables: rotating every other week
3. Upload deliverables to the URGE website: Jen
4. Read supplemental articles / materials for deliverables as needed: All members. Priority to webinar.
5. Draft deliverables and share with pod for review/edits/discussion at the pod meetings: All members

6. Set up session drive: Jen