University of Minnesota - Department of Earth & Environmental Sciences
Eclogite Pod Group Norms
January 2021

1. We will each listen actively and respectfully to the others in our pod.

2. We will each speak from our own experience instead of generalizing about other people.

3. We will not state our own opinion as a fact or a 'given'.

4. It is OK to respectfully challenge one another by asking questions. We will try to focus on ideas and problems rather than on people and we will not attack (or appear to attack) another member of the pod even if we disagree with them.

5. Everyone will try to participate to the fullest of their ability.

6. We pledge to share our own stories and experiences without invalidating someone else's story. No one should put their own 'spin' on someone else's experience or try to discern an ulterior motive. We will instead ask each other questions if we want to understand their experience or point of view.

7. It is OK if we don't agree with each other on everything. If there is disagreement, we will explore the topic to deepen our understanding.

8. In addition to being respectful in how we speak to one another, we will be aware of how body language and nonverbal responses can be or seem disrespectful. We know that unexpected interruptions or distractions can occur on Zoom and a participant may need to turn off their video and/or briefly leave the meeting. This will not be interpreted as disrespect of the others. If problems arise related to how we interact on Zoom, we will discuss them as a group and modify our ground rules related to this interface.

9. We will assume everyone's good intentions but also acknowledge the impact of saying something that hurts another person, even if it is unintended.

10. We will maintain confidentiality. No comments or stories shared during discussions will be shared beyond the pod unless explicit permission is given by the person sharing the story.

11. During Zoom meetings, we will not use the Chat function for different discussions while a verbal conversation is going on in the group; this is distracting and can seem disrespectful. The Chat can be used to share links to readings and other resources that are relevant to the topic of discussion and can be used to pose questions that will be discussed when there is time in the meeting. One of the session leaders will check the Chat for private or public questions to bring to the group at an appropriate time.

12. Each session will have two leaders, and they will be responsible for assigning any additional roles or responsibilities necessary for that session's activities. They will also lead discussions during pod meetings, including making sure that everyone has an opportunity to contribute.

13. When making decisions, we will try to reach consensus. Each person in the pod will contribute an opinion if they feel comfortable doing so. If consensus is not possible, we will vote, and abide by the majority decision.

14. We acknowledge that our pod comprises individuals with diverse roles in our department: graduate students, a postdoc, a non-tenure track faculty member, an associate professor, and a professor/department head. In addition, the faculty members are advisors/mentors to some of the students. This is a strength of the pod and it is also a concern owing to the potential for some members to feel anxious or uncertain about how and how much they want to contribute to discussions of controversial topics. As such topics arise, we will explicitly discuss any issues regarding discomfort owing to department roles and try to find a way so that all can contribute in a way that feels safe and constructive for them.

15. We should each work to be self-aware of how long we talk for and if there are others who have not yet spoken. We will try to offer all group members a chance to speak on all topics, although we acknowledge that time constraints may not allow equal time for everyone on all topics. The session moderator(s) commit to managing this aspect of pod meetings, including pacing of discussions to give ample time for contributions from everyone. This may involve deliberately allowing some time for silence during discussions, so that pod members can reflect and have an opportunity to share their thoughts and experiences without having to compete assertively to be heard.

signed by all pod members