

NREN DEI URGE Pod Guidelines

1. Listen actively and be present during group meetings.
2. Actively participate in group conversation to the best of your ability and comfort.
3. Group decisions will be made on a consensus basis to ensure that we reach solutions and decisions that everyone actively supports.
4. Distribute roles and responsibilities (e.g. note taking, scheduling, taking attendance, drafting deliverables) so that tasks aren't always falling on the same individuals. We will rotate roles so everyone has the opportunity to participate fully.
5. Be conscious of body language and nonverbal responses -- they can be as disrespectful as words.
6. Get comfortable with being uncomfortable. This is a space for growth
7. Maintain confidentiality. 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
8. All members regardless of their position at UNH will be given an opportunity to speak. We will have a co-construction of knowledge. Everyone's ideas are welcomed.
9. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended. Be open to constructive criticism and feedback.
10. We welcome disagreement and will use it as a way to improve.
11. Allison and Hannah are the URGE co-leads responsible for directly communicating with URGE.