

## **Ground Rules for the USM Marine Science URGE pod**

### **Members of this pod agree to:**

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.
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.
9. 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.

### **For group decisions, the pod will:**

1. Discuss decisions during bi-weekly group meetings, every other Thursday, 2-3pm (central time).
2. When necessary make requests by email.
3. Decide by majority vote if necessary.

### **We the under-signed, agree to these ground rules:**

Christopher T. Hayes (1/27/21)

Bethany Pertain (1/27/21)

Laura M. Whitmore (1/27/21)

Carrie Miller (1/27/21)

Alan Shiller (1/27/21)

Amy Moody (1/27/21)

Sarah Raney (1/27/21)

Lillian Kennedy Pearson (1/28/21)

Nadine Doiron (1/28/21)

Courtney Bouchard (1/28/21)

Neil Redmond (1/28/21)

Shaily Rahman (1/28/2021)

Stephan Howden (1/28/2021)

Clayton Dike (1/29/21)