

UT WSC POD Discussion 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.
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.
10. Discussions will adhere to principles and expectations outlined in the USGS Code of Conduct (<https://www.usgs.gov/atom/81833>).
11. Discussions will include periodic check-ins with the group, to provide space if any topics have been particularly triggering and, or challenging for a member(s) of the group.
12. Meetings can begin with brief opening for review/reflection of past week's meeting. This provides space for any thoughts meeting participants had in the intervening week or any lingering thoughts.

"The urge pod members contributed to this article in their personal capacity. The views expressed are their own and do not necessarily represent the views of the USGS or the United States Government."