

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. We commit to being honest with the pod about our capacity and what we were or were not able to read/watch/listen each session.
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. Mistakes happen in this work.
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. "Lessons leave, but stories stay."
10. Understand and appreciate that there are many ways to solve problems.
11. We agree to not shame fellow pod members. We recognize that shame doesn't help us grow and evolve personally, professionally, and institutionally.

Decision Making

Decision making will be done by consensus in our pod. We feel it is important that we all feel comfortable and represented by the materials shared out from our pod.

Member roles and responsibilities

1. Meetings are scheduled for 2/11, 2/25, 3/11, 3/25, 4/8, 4/22, 5/6 (Thursdays) at 11am.
2. Lead discussion - rotates weekly
3. Take attendance - rotates weekly with notetaking duty
4. Take notes as needed, especially in discussions of deliverables - rotates weekly
5. Upload deliverables to the URGE website - Brooke
6. Schedule meetings with organization/institution leadership - Brooke will invite in coordination with other UW geosci pods
7. Read supplemental articles / materials for deliverables as needed (for example, the asset mapping deliverable will be accompanied by a short paper about the purpose of creating community asset maps and how to generate your own.) - we will decide in an ad hoc basis who will be drafting each deliverable
8. Draft deliverables and share with pod for review/edits/discussion at the pod meetings - we will decide in an ad hoc basis who will be drafting each deliverable