

## Session 1: Group norms - setting ground rules

1. I will listen actively (and not passively), prioritize listening to other voices, and practice professional etiquette, especially when meeting over Zoom.
2. I will acknowledge and accept different points of views.
3. I will call people in, instead of calling people out. I will respectfully challenge others but I will refrain from personal attacks.
4. I will recognize incommensurability across the disciplines represented by this group.
5. I will be accepting of feedback and know that it's never intended to be malicious.
6. I will not treat others in this group maliciously.
7. I recognize that I and others will probably make mistakes.
8. I will commit to the work of the group and prioritize the readings and videos with each session.
9. As a group, we will round-robin the responsibilities and duties (such as note taking and providing deliverables to URGE Headquarters).
10. As a group, we understand that our members are busy with a variety of responsibilities. We will accept flexibility of individual schedules.
11. As a group, we strive to gain a deeper understanding of the issues being discussed during each session.
12. As a group, we will maintain confidentiality. All discussions of this group will remain within this group, unless all participants give consent.