URGE Poesch Lab Group Norms:

A. Respect each other: observe each individual’s pronouns, identity, and experience.
B. Listen to learn: understand what others are saying rather than just listening to respond. Perhaps using a hands-up style feature would be a good way to allow folks to queue if they have something to share but are waiting to be sure someone else is done talking.
C. Speak for yourself; your experiences, while valuable, are not universal. Use “I” statements, and avoid group generalizations (essentialism) and re-interpretations of others’ experiences where possible.
D. Confidentiality: what is said here, stays here, but what is learned here should be shared. Respect confidentiality of names and experiences, but share valuable lessons and ideas from this group.
   1. Confidentiality may be breached for the safety of group members and others.
E. Disagree with respect: We’re here to embrace challenge and change, as such please respectfully challenge/question opinions, concepts, and biases to promote increased understanding. Refrain from personal addresses.
F. Language: (verbal and non-verbal) refrain from use of racist, sexist, homophobic, transphobic, ableist, ageist, fatphobic, and classist language. Be mindful of body language and other non-verbal cues. Recognize that not everyone may be aware of what constitutes disrespectful language/cues and try to respectfully educate the group (sending a private message, making an educational note at the end of the session, etc.).
G. Intent vs Impact: assume good intentions, and communicate when someone’s language results in unintended discomfort in another group member (see above for suggestions on respectfully addressing such transgressions).
H. Participate: Our shared voices are what make us stronger, if there are accessibility accommodations we can make as a group to ensure all group voices are heard, please make these known.

II. Decision Making
   A. What sort of decision making would we like to engage in?
      1. Consensus

III. Roles and Responsibilities: Rotation Schedule
   A. Meeting Chair - Schedule meetings, enforce agenda,
   B. Secretary - take attendance (follow up with absentees), minutes (running agenda/minutes note, special attention to deliverable responsibilities),
   C. Submitting deliverables - compile deliverables as membership completes them, submit to URGEΩ