July 15 – group format & organization agenda & notes (1)

Agenda:

* Check-ins
* Recap from last meeting/current version of values table
* Breakout: thoughts/comments on current version of values table
* Groups share anything that came up
* Recap on vision statement
* Quick overview of what other groups are doing
* Round: what would you like the main activities of this group to be? / what activities would best achieve our vision (adhering to our values), in your view?
* Round/breakout based on what comes up
* Closure

July 5 – group culture & values meeting agenda & notes 2

Agenda:

* Check-ins
* 5 overarching values: **New names in purple**
  + 1. Safety & well-being = **Wellbeing**
  + 2. Community & authentic connection = **Connection**
  + 3. Equity, Diversity & Inclusion = **EDI**
  + 4. Collaboration (& sharing power/self-organization?) = **Collaboration**
  + 5. Integrity **= Integrity**
* Round: thoughts on overarching values
  + **1. Can maybe just be called wellbeing (overlap with safety)** 
    - **Wellbeing**
  + **2. Just Community/Connection?** 
    - **Connection might be a way to get to the community in our vision statement (people seem to be leaning this way)**
    - **Connection feels like networking, but not necessarily a bad word**
    - **Connected Community?**
  + **4. Still not sure what to call this** 
    - **Flat/one-dimensional organization (bit weird phrasing)** 
      * **Doesn’t say anything about the distribution**
      * **Collaboration might not be the word either?**
      * **Shared decision making?** 
        + **People seemed to like the idea of “shared”**
      * **Should this be two? Collaboration and shared leadership separately**
      * **Keep as one**
      * **Collaboration as the heading (broader than structure which might not encompass the other things**
        + **with bullets explaining the shared leadership**
  + **Organization into 5 groups really helps! (instead of all the little points)**
  + **Reduce some redundancy, made more concise**
  + **Can we make one word for each (aside from EDI)**
* (Round: Evaluations of last year: how have we/have we not acted on these values?)
* Breakout: What can we do to actively promote them & ensure they are part of us?
  + 2 groups, 2/3 values per group
  + Discuss & describe specific habits/behaviours we can do to promote these values
  + Take notes

**\*\*\*Breakout rooms (4 and 5 slides from** [**https://jamboard.google.com/d/1kV-WLS36Cmd4EXWSNwOL6Wkmmk-Zqjg8vJAiAtH8sso/viewer?f=3**](https://jamboard.google.com/d/1kV-WLS36Cmd4EXWSNwOL6Wkmmk-Zqjg8vJAiAtH8sso/viewer?f=3)**)**

* **See notes in jam board for specifics**
* **Ways we can track what we are good at, and what we need to do better**
* **Not all should go into broader audience**
* **Smaller ones for the organizational people, smaller things should be things we need to include or think about but do not need to shared more broadly**
* Each group shares ideas - round for input from others
* Next meeting topic: group format & structure
  + **Values – graphic with 5 core values with 2-3 specific things under each, people picking out specific wordings and operationalize them** 
    - **Chelsie and Emiko to help with graphic (circles)**
    - **Like the structure of values, ABC (affect, behaviors, cognitions), and then more deliverables (specifics) for just organizations**
    - **Think of specifics (finalizing bullet points) before the graphic so we aren’t wasting time**
    - **1. Finalize the values**
    - **2. First version of graphic to share back with group**
    - **3. Future meetings could look at more action items for values (smaller things)**
      * **In the summer**
    - **Brittany to organize first steps on Slack**
  + Volunteers for looking at similar groups
    - **ReproducibiliTEA, Open Science Communities**
  + **Things to consider moving forward**
    - **Course**
    - **Practice (group projects, own science lab vibe)**
    - **Support side of things (sharing resources, buddy system, consultation)**
    - **More advocacy within the department**
* Closure

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Agenda:

* Check-ins
* 5 overarching values:
  + Safety & well-being
  + Community & authentic connection
  + Equity, Diversity & Inclusion
  + Collaboration (& sharing power/self-organization?)
  + Integrity
* Round: thoughts on overarching values
* (Round: Evaluations of last year: how have we/have we not acted on these values?)
* Breakout: What can we do to actively promote them & ensure they are part of us?
  + 2 groups, 2/3 values per group
  + Discuss & describe specific habits/behaviours we can do to promote these values
  + Take notes
* Each group shares ideas - round for input from others
* Next meeting topic: group format & structure
  + Volunteers for looking at similar groups
* Closure

June 18 – group culture & values meeting agenda & notes 1

Agenda:

* Overview of plan for today
* Check-ins
* Vision statement
  + **As we have it: “We aim to develop a thriving student-led community based in the Department of Psychology that is dedicated to the promotion, normalization, and practice of open and inclusive scientific research.”**
  + **Potentially removing Department of Psychology (not a main part)** 
    - **Can be somewhere else, where we originated**
    - **Could be good to think about scope, if we want to stay in psych for longer**
    - **Might be good to help understand where it is coming from though**
    - **Maybe change to just psychology instead of “department of psychology”**
    - **Vision statement is what we want, not who we are, so maybe remove**
    - **Maybe have an “About Us” section or history**
  + **FINAL:**

**“We aim to develop a thriving student-led community that is dedicated to the promotion, normalization, and practice of open and inclusive scientific research.”**

* Round: Group values (community guidelines) - anything missing? Anything to change?
  + **Simplify some language and shorten it (overwhelming and lots of things)** 
    - **Maybe have two versions (one with bullet points)**
  + **Being intentional with the ordering so that the first few are the most important**
  + **Other values that could be added:** 
    - **Values that are unique to our group, such as knowledge mobilization and things like that**
      * **Culture that if we find something about open science, we share it with the group**
      * **Knowledge sharing**
    - **Value of connecting with others (more intimately, authentic, genuine), ones that are harder to do in a bigger group**
    - **Being non-hierarchical (empowering members to do stuff on their own or with help)**
  + **Maybe we can group them based on commonalities (themes)**
    - **Group values we have under subheadings (which go into a shorter document)**
    - **Probably different ways to go about this**
    - **Open discussion and sharing as one, maybe inclusion, then respect, accountability is one, transparency/feedback**
  + **Mix of values and behavioural norms (something else)** 
    - **Maybe the headings are the values and then individual points are the norms reinforce the values?**
    - **Norms result from the values we hold, if we value things, we will encourage those behaviours in the group**
    - **Themes: Values, codes: behaviours lol**
  + **As another example the psych department mission and vision statement and list of values is here:** [**https://arts.ucalgary.ca/psychology/about**](https://arts.ucalgary.ca/psychology/about)
* Round: Evaluations of last year: how have we/have we not acted on these values?
  + **Didn’t get to**
* Breakout: W~~hat can we do to actively promote them & ensure they are part of us?~~
  + 3 groups, 4/5 values per group
  + ~~Discuss & describe specific habits/behaviours we can do to promote these values~~
  + **Instead, we took a list of values and tried to group them into larger themes.**
  + **Take list of values and try to group them: 16 (13 existing and 3 extra that came up)**
  + **We hold a non-judgemental spaceWe encourage curiosity and discussionWe share the discussion spaceWe do not tolerate harassmentWe prioritize health and mental well-beingWe value collaboration over competitionWe hold ourselves and others accountableWe value diversity and aim to create an inclusive environmentWe use inclusive, respectful languageWe address and refer to others using the names/pronouns they go byWe respect the privacy and safety of othersWe give credit where credit is dueWe value transparency and ongoing feedback**
  + **We value sharing knowledge (new)**
  + **We value genuine connection (new)**
  + **We are non-hierarchical (new)**

**\*\*See how you can group and prioritize**

* + **Jam board from one group:** [**https://jamboard.google.com/d/1kV-WLS36Cmd4EXWSNwOL6Wkmmk-Zqjg8vJAiAtH8sso/viewer?f=0**](https://jamboard.google.com/d/1kV-WLS36Cmd4EXWSNwOL6Wkmmk-Zqjg8vJAiAtH8sso/viewer?f=0)
  + Diagram

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  + **Above, we talked about the pink labels just being placeholders, but being the overarching value, with the subthemes being more behaviours (changing wording if necessary)**
    - **Change some of the subthemes to reflect behaviours over values**
  + **Saying it is non-hierarchical when there is some leadership might not be a reflection of the true structure** 
    - **Still some overarching leadership without hierarchy**
    - **Think about this?**
  + **Perhaps present it something like the visual below so there doesn’t need to be a hierarchical structure to the list (like a list encourages)**

Graphical user interface, application

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* **From the other group:** [**https://uofc-my.sharepoint.com/:w:/g/personal/chelsie\_hart\_ucalgary\_ca/EZ7NagbAI7dPiPDQ-z\_k4okBzAIPOzCdIP9i4ViXUFQQMQ?rtime=T4kf4KEy2Ug**](https://uofc-my.sharepoint.com/:w:/g/personal/chelsie_hart_ucalgary_ca/EZ7NagbAI7dPiPDQ-z_k4okBzAIPOzCdIP9i4ViXUFQQMQ?rtime=T4kf4KEy2Ug)

Timeline

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* Each group shares ideas - round for input from others
  + **Four or five broad categories**
    - **Broader values and then have behaviours under**
    - **Change wording of existing ones if needed (one that sounds like a value, change to a behaviour)**
  + **What next??** 
    - **Have a few people combine the two groups and come to one complete tentative draft (Jenelle, Chelsie H, Brittany)**
    - **Discuss on slack**
    - **Finalize later**
* Next meeting topic: group format & structure
  + **Finalize this list?**
* Closure