Creating a Learning Community for Inclusive Innovation
Cryospheric Sciences with ICESat-2 Hackweek, 2019

What is a learning community? W believe that the complicated challenges emerging for scientists and society in the 21st century require us to go beyond traditional educational structures, and that fostering a welcoming "learning community" is one way we can address these challenges. For the purpose of our hackweeks, e define a learning community as a group of individuals who, motivated by an inherent curiosity and commitment to seeking the truth, freely choose to work together on something they care about[1].

Learning communities thrive when their members adhere to the following guidelines[1,2]. We invite you to help us create a healthy learning environment by returning to these guidelines throughout the week.

1) Listen for understanding: Listening to others is one of the best ways we can build connection and community, but there are many ways to listen. Listening to *understand* others first – and not for how to craft your response – will leave space for new ideas and connections to emerge.

2) Speak your perspectives in ways that respect other people's perspectives: It is important to create an environment where everyone is free to speak openly so that learning can occur. But speaking one's perspective does not mean interpreting, correcting or debating what others say. Before speaking, think about what it is that you want others to know. Use "I" statements with an awareness that what you are saying represents your perspective only.

3) Experience discomfort: At hackweeks we challenge ourselves and others to explore new dimensions of learning and team dynamics. This can be a messy process that pushes us outside of our comfort zone. We support you in taking risks and leaning in to challenging conversations, knowing that innovation and growth often emerges from uncomfortable situations.

4) Expect and accept non-closure: At times we may succeed in resolving a conflict with another person, but more times than not, it will feel unfinished. Sometimes you will have to circle back to reconcile differences, and other times you will have to sit with non-closure.

5) No fixing: It is human nature to want to fix other people's discomfort, particularly when they are clearly distressed. However, it's important that we let people experience their emotions without offering unsolicited advice.

6) Stay engaged: Discomfort and anxiety are normal parts of courageous conversations. When you start to tune out, return to the topic. Resist the urge to change the subject or make a distracting joke when you are uncomfortable. Instead, ask questions from a place of genuine curiosity.

7) Recognize contributions: Traditional academic metrics may not fully recognize the many ways individuals contribute to our learning community. In tutorials, projects, group presentations and code repositories, set up a mutually-agreed upon system for attribution of ideas and effort. When in doubt, ask each other if they approve of the ways in which you plan to use and build on their ideas and content.

[1]Spears, S. The Emergence of Learning Communities. Retrieved from https://thesystemsthinker.com/the-emergence-of-learning-communities/ on March 22, 2019.
[2]Circle of Trust Touchstones. Retrieved from http://www.couragerenewal.org/touchstones/ on June 10, 2019.

Cryospheric Sciences with ICESat-2 2019 code of conduct

The organizers of this event are dedicated to providing a harassment-free learning experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, ethnicity, age or religion. Hackweek volunteers and organizers will step up to address harassment of participants and/or presenters in any form if we are direct witnesses.

We expect participants to act in ways that support a learning community at all event venues and event-related social activities. We expect you to support collaboration and learning while visiting University of Washington's many communities of practice. Participants asked to stop any harassing behavior are expected to comply immediately. Failure to comply may result in the participant being expelled from the event without refund at the discretion of the organizers.

Harassment includes, but is not limited to:

- Verbal comments that discriminate on the basis of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, ethnicity, age, religion.
- Sexual images in public spaces.
- Deliberate intimidation, stalking, or following.
- Harassing photography or recording.
- Sustained disruption of talks or other events.
- Inappropriate physical contact.
- Unwelcome sexual attention

Ways to provide feedback and insights or address unethical or unprofessional behavior at our event: Participants have multiple ways to address and/or report behaviors they personally experience or those that they witness:
a. Connect with one of the hackweek organizers in person or private message on Slack
b. Deliver anonymous feedback in the private message box under the breakroom flipchart. Organizers will review all information to identify those structures, attitudes and behaviors that uphold creativity and science collaboration.
c. If you have experienced or observed harassment, unethical or unprofessional behavior as described above (a violation of this code of conduct) and want to talk to someone not directly associated with our event about it, choose from these specialists below:

1- Contact the Office of the Ombud, 206-543-6028, ombuds@uw.edu, www.uw.edu/ombud. For individuals who are uncertain about whether they want to pursue a formal complaint but would like to speak to someone about unethical or unprofessional behavior or some other challenging situations, the Ombud office provides a confidential, informal, and neutral resource for you. They can assist you with determining what, if any, course of action you would like to pursue and to navigate the different resources on campus.
2- Speak up about discrimination to the University Complaint Investigation and Resolution Office (UCIRO), 206- 616-2028, uciro@uw.edu. Staff are available if you would like to file a formal complaint regarding discrimination.
3- Speak up about sexual misconduct to the Title IX Office, 206-616-5334, tixinv@uw.edu, https://www.washington.edu/compliance/tixio/. Staff are available if you would like to file a formal complaint regarding sexual misconduct.
4- For formal concerns/complaints about something other than discrimination or sexual misconduct, but that are clear violations of the code of conduct, please contact: Polar Science Center Chair Axel Schweiger, 206-543-1312, axel@uw.edu