**Group Norms**

* Zero tolerance for any "ism": racism, sexism, homophobia, transphobia, ageism, ableism, xenophobia, religious prejudice
* Speak for yourself and your own experience -- use “I” statements
  + When we generalize from our experience we risk shutting other people down.
* Respect one another
* Listen respectfully when others are speaking, even if you don’t agree.
* One speaker at a time.
* Be gentle with each other when disagreeing.
* Intent and impact **both** matter
* - Non-judgmental
  + There are no "dumb" questions
* Take space, make space -- Share the air
  + Challenge yourself to take space if you tend to be quieter, make space if you find yourself talking a lot or otherwise taking up space.
  + Be aware of your airtime to ensure all voices are heard.
* Embrace discomfort
* Make decisions by consensus