

*"We are not a team because we work together. We are a team
because we respect trust and care for each other."
-Vala Afshar*

Creating an Inclusive Environment

1. Respect others' rights to hold opinions and beliefs that differ from your own.
2. When you disagree, challenge or criticize the idea, not the person
3. Share responsibility for including all voices in the discussion.
4. For online groups, make every effort to leave your camera on to allow for connection with your group members. If you have a concern about this, please contact slcstudygroup@umich.edu
5. If you have much to say, try to hold back a bit; if you are hesitant to speak, look for opportunities to contribute to the discussion.
6. Keep in mind that we are all still learning and are bound to make mistakes in this setting, as anyone does when approaching a complex task or exploring new ideas.
7. Be open to changing your mind, and make space for others to do so as well.
8. We acknowledge differences amongst us in backgrounds, skills, interests, and values.
9. We will not demean, devalue, or "put down" people for their experiences, lack of experiences, or difference in interpretation of those experiences.
10. We will trust that people are doing the best they can. We will try not to 'freeze people in time' but leave space for everyone to learn and grow through our interactions with one another.
11. Understand that there are different approaches to solving problems. If you are uncertain about someone else's approach, ask a questions to explore areas of uncertainty. Listen respectfully to how and why the approach could work.
12. If something is bothering you, please share this with the group. Often our emotional reactions to this process offer the most valuable learning opportunities.
13. The Facilitator will maintain an atmosphere that promotes educational growth and respect among all students.

Academic Expectations for Study Group

1. **Attendance:** Members will be automatically dropped upon their fourth absence and will not be able to rejoin the same group without permissions from SLC staff. **Please communicate with your facilitator ahead of your fourth absence** regarding extenuating circumstances related to illness, religious observance, or an academic conflict. Leaving study group more than 30 minutes early without prior notice will also constitute an absence.
2. **The provided absences are for all reasons to include illness, academic conflicts, and religious observances.** With over 180 religious holidays listed on the calendar, we cannot make distinctions over which holidays are excused vs. unexcused. These four absences constitute over a quarter of all study group meetings in order provide members the flexibility to manage their own schedules and choose when they will not be able to attend.
3. Facilitators will not solve specific homework problems and Facilitators cannot predict students' grades for assignments or the overall course, even if the instructor is the same as when the facilitator may have taken the course.
4. If the facilitator is not available to hold an additional exam review session, **they will utilize a regularly scheduled study group prior to the exam for members to work on practice exam materials.**
5. Answer keys will not be made available to study group members. Sharing the key is the quickest way to stifle discussion of a problem. When group members aren't sure if an answer is correct or not, they are much more likely to really analyze what all the potential influencing factors are on the problem. Answers will not be provided without discussion or explanation.
6. Study group is a group effort. Members will utilize their group as a resource for understanding questions and concepts. The facilitator will act as a guide.
7. The Facilitator is not an instructor or a GSI. They have done well in the course but are not experts the way instructors are. Facilitators are undergraduate peers who have taken the course previously which may have been with a different instructor. Students will work collaboratively to understand the material to fill-in any gaps.
8. When a question cannot be answered, students are expected to review material from notes, textbooks or by visiting instructor/GSI office hours.
9. Students are expected to attend lecture and take notes and review notes before attending study group. Study group members are expected to be active participants in their own learning. The facilitator will not lecture or formally instruct.
10. The Facilitator will admit when they cannot answer a problem and direct students to the proper resources. The Facilitator will promote collaborative learning, in which students and facilitators work together to maximize understanding.

By initialing, I agree to adhere to the above expectations and participate in study group in a manner that reduces all students' experiences of marginalization and, wherever possible, help my peers understand that other students will benefit by being exposed to different interpretations, perspectives, and concerns regarding course material.

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