ISP DEI Norms

* Stay confidential (the space is safe because it is protected). Do not share stories or experiences that are not yours.
* Assume good intent, but attend to impact
* Be aware of your privilege
* Step Up/Step Back
* Hold space (listen actively and stay mentally engaged)
* Get comfortable with being uncomfortable
* Allow yourself to be vulnerable (share at the level you feel comfortable with)
* Agree to disagree (do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks and focus on ideas)