2023-24 ISP Norms

* Be mindful of people’s good faith contributions. We consent to trust each other with our ideas, our perspectives, and sometimes our stories.
* Please help us maintain this consent by letting the group know when you would like information shared should not leave the meeting space
* Assume good intent, but attend to impact
* Be aware of your privilege
* Step Up/Step Back
* Hold space (listen actively, ask questions, 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)

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