

# AM-ME Research Group Norms and Expectations

Create safe space for everyone to equally share their thoughts, ideas, and feelings

Engage in both small and large group discussions

Take time to build relationships together and form a community

Know that sometimes it is okay to not want to engage, just let the group know

Hear what others have to say (e.g., listen to understand), respect their thoughts, ideas, and feelings, and strive to understand one another

Foster a welcoming environment where everyone feels comfortable and respected

When disagreements occur, keep lines of communication open and work together to resolve conflicts

Share when you feel comfortable and in the way that you like (e.g., verbal, written)

Make decisions using democratic processes (e.g., discussions, voting)

Set clear objectives and expectations (e.g., creating agendas for meetings, having a clear path of where we are going)

Take ownership when the intent of what you say does not match the impact - Apologize, Don't be defensive

Honor everyone's unique experiences, perspectives, and backgrounds - we are all in this together

AM-ME