



By nature of a national program such as the DOE Industrial Assessment Center Program, the Women for Energy Efficiency Network relies largely on virtual meetings in hosting social and networking events. Part of the Network's mission is to create a safe and inviting space for open discussion between students, alumni and industry professional on topics surrounding gender discrimination in the engineering and energy efficiency workforce.

To create a safe space in virtual discussions we expect all participants follow these 10 of rules:

1. **Respect other participants' identities, personal experiences, and opinions.**
2. **Respect other participants' professional expertise and experiences.**
3. Assume good intentions and ask for clarification when you do not know something.
4. It is ok to join a call late. We would rather you late than not at all!
5. Be conscious of sound and background noise coming from your mic. Mute yourself when appropriate.
6. Use the chat box to ask questions unless instructed otherwise by the moderator.
7. Try not to dominate the conversation. Share the floor especially with those who may not have contributed to the discussion in a while.
8. **After you leave the meeting**, be thoughtful in what and how you share what was talked about with those who did not attend. Give speakers credit for their good ideas, but also be aware that there are times you should ask for permission to share another person's story.
9. **Listen up.** How we listen to each other is the most important part of a healthy discussion.
10. **Speak up.** It is ok to just listen, but we would love to hear everyone's input.

Don't forget to have fun and make meaningful connections!
See you at the nest virtual event!