

CSCI-532: Innovation for Defense Applications Units: 4

Spring 2024 – Thursdays 3:30-6:50pm

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Catalog Course Description

A project class focused on innovation, providing hands-on experience, working in teams, developing problem statements and prototypes for defense, intelligence, and homeland security applications.

Course Description

This project-based courseis intended to provide students with hands-on experience, working in teams, to develop problem statements and hardware or software prototypes for defense, homeland security, and intelligence applications. This semester's problems are curated to assist soldiers in the battlefield and on humanitarian missions, and to assist cyber-defense of critical infrastructure and identification of threats. Students perform customer discovery, develop metrics of success, and develop prototypes systems to address problems related to to Machine Learning, Computer Vision, Computer Security, Data Science, Computer Networks, and Sensor Networks. The problems are provided by sponsors in the Department of Defence, Intelligence Communities and Homeland Security.

Student are assigned to teams by teaching staff based on backgrounds of the students (to make sure that each team has members with a diversity of technical backgrounds), and based on the preferences of students for particular projects assigned by problem sponsors.

Learning Objectives

- Students will apply the principles of the lean startup methodology to define problems with applicability for defense.
- Students will understand how to interview beneficiaries (customers) to identify requirements and desired characteristics of problem solutions.
- Students will apply the mission model canvas (MMC) to discover the value proposition of candidate approaches to a problem.
- Students will understand when to pivot during problem definition when they discover initial hypotheses regarding a problem were incorrect.
- Students will apply engineering/scientific/ and business skills to defining problems and developing candidate solutions.

Recommended Preparation: Programming skills comparable to those obtained from an introductory undergraduate programming class will be helpful. Students should have the ability to write short programs or scripts to manipulate data.

Technological Proficiency and Hardware/Software Required

Technological proficiency necessary to contribute to the teams using productivity suites such as Microsoft Office or GSuite is expected.

Required Readings and Supplementary Materials

[SOM] Bob Dorf and Steve Blank, The Startup Owner's Manual: The Step-By-Step Guide for Building a Great Company (2012, Hardcover)

[VPD] Osterwalder and Pigneur, Value Proposition Design – How to Create Products and Services Customers Want Paperback: 320 pages, Publisher: Wiley; 1st edition (October 20, 2014), ISBN-13: 978-1118968055

[TTH] Constable & Rimalovski, Talking to Humans – Success Starts With Understanding Your Customers Paperback: 88 pages, Publisher: Giff Constable (September 23, 2014), ISBN-13: 978-0990800927

Additional readings are available online. Links appear in the detailed syllabus.

Description and Assessment of Assignments

Starting with the second class, each team is expected to prepare a presentation describing their progress during the previous week. Each weeks presention will introduce a new element that is explained in the previous weeks lesson, and which is described in the detailed weekly syllubus. Students from each team will rotate througout the semester in their role as lead presenter, so that all students have an opportinity to lead their teams presentation. The presentations will be evaluated based on the ability of the team to meet their deliverables, on their ability to present their progress clearly, on they ability to pivot (adpat) to the material learned in the previous week, and over the course of the semester, indivual students will be assessed on the extent to which they demonstrate their mastery of the material presented by the team.

H4D Final Assignment

Deliverable: On the date of the final summative experience (e.g. final exam)each team will present a 10-minute "Lessons Learned" presentation (2 min video summarizing journey; 8 min final presentation) and will have 5 min Q&A from the teaching team. **Goal:** Communicate what you learned in 15 weeks and how you learned it. Show what you learned and how you learned it.

Use the language of class: interview, iterations, pivots, restarts, experiments, MVPs, evidence. The focus of your presentation will be on how you gathered evidence and how it impacted your understanding of your business models, while you were building your MVP.

Strategy: Tell us how you used customer discovery and MVPs to evolve your mission model through iterations, and how the accumulation of evidence outside the classroom led you to pivot.

Include:

- Quotes from customers that illustrate learnings insights
- Diagrams of key parts of the Canvas: customer flow, channel, get/keep/grow
- Pivot stories
- Screenshots of the evolution of MVP
- Demo of final MVP
- Bring examples of any products produced.

H4D Final Report to Sponsors

Deliverable: On the date of the final lecture, each team will deliver a final report to sponsors that will include the original problem statement from the sponsor, a section discussing the evolution of the problem statement demonstrating how the team used

customer discovery and MVPs to evolve your mission model through iterations, and how the accumulation of evidence outside the classroom led you to pivot.

This report will provide the problem sponsor with information they need to move forward with the results of the project. It will include an evolved problem statement that may be used internally by the sponsor, and it might include software or hardware produced as the project teams Minimal Viable Product, as a proof of concept or prototype demonstrating the semester's activities.

This report should summarize and categorize options considered including the team's MVP, but also intermediate MVP's and assessed alternatives are available elsewhere. The report will analyze alternative paths forward for the problem sponsor.

Grading Breakdown

Participation - Grade for class participation will be based on contribution to class discussions, including feedback provided on other team's presentations, answering questions posed by instructors, asking well framed questions during lecture and providing insight regarding the application of course objectives in varying problem domains.

Out-of-the-building progress as measured by blog write-ups and updates to project documents *each week*. Each week, team members must complete required number of activies and update the Mission Model Canvas.

Team weekly "lesson learned" update presentation (see weekly schedule for required content and format). Each team's presentation is led by a different team member each week (rotating through the semester). Lead presenter will defer to other team members for discussion related to activity managed by that student. Questions will be directed to specific team members as appropriate. Grades for this component are based on the presentations led by the particular student, and also on each students individual level of mastery of their teams activities according to their participation and handling of questions during the presentations

Team final presentation (see Weeks 13 and 14 for format)

20% Team final Report to Sponsors

Letter grades are assigned for each component of the grade. The letter grades are converted to numeric scores with an A=4, B=3 etc. and a weighted average will be calculated at the end of the semester with that average used to assign letter grades for the class.

Condensed Course Schedule: A Weekly Breakdown

Week	Team Presentation	Lecture	Topic
Week 1 1/11/2024	Team Formation	Beneficiary Discovery	Class Expectations + Beneficiary Discovery
Week 2 1/18/24	Team Introduction and Problem Statement	DOD/IC 101	Introduction to the DOD / Intelligence Community + Mission Model Canvas
Week 3	Mission Model Canvas	Beneficiaries	Beneficiary Discovery
Week 4	Beneficiaries	Value Proposition	Value Proposition Minimum Viable Products
Week 5	Preliminary MVP	Solution Architecture	Solution Architecture Data Architecture Security Architecture
Week 6	Solution Architecture	Product Mission Fit	Product-Mission Fit
Week 7	Product-Mission Fit	Dual Use	Dual Use Technologies
Week 8	Dual Use	Mission Achievement	Mission Achievement Metrics
Week 9	Mission Achievement	Buy-In	Buy-in & Support
Week 10	Buy-in & Support	Deployment	Deployment Strategies
Week 11	Deployment	Resources	Activities, Resources, + Key Partners
Week 12	Activities, Resources + Key Partners	Budget and Planning	Mission Budget + Operating Plan
Week 13	Mission Budget + Operating Plan	Reflections	Lessons Learned
Week 14	Lessons Learned	Final Report Guidelines	Guidelines for Final Report Document to Sponsors
Week 15 FINAL	Final (Written) Report to Sponsors Dry Runs of Final Presentations Final Presentations by	Presentation tips	Presentation Tips + Best Practices
	group due on University-scheduled date of the exam		

Detailed Course Schedule: A Weekly Breakdown

Class 1: Team Formation and Beneficiary Discovery

Week	Team Presentation	Lecture Topic
Week 1	Team Formation + Beneficiary Discovery	Introduction: Beneficiary Discovery + Class Expectations
Week 2	DOD/IC 101	DOD/IC 101
Week 3	Mission Model Canvas	Beneficiaries

^{**}There is **No Student Team Presentation** this week.

Read	 Read Steve Blank's blog post <u>Introducing Hacking for Defense</u> Read <u>Why the Lean Start Up Changes Everything</u> article on HBR Read Steve Blank's blog post <u>Introducing the Mission Model Canvas</u>
Watch	Watch STVP's <u>Hacking for Defense video</u> overview
Create (8 min + 4 min Q&A)	Normally students give an 8-minute presentation, followed by 4 minutes of Q&A with the teaching team. This week students will engage in faculty-led beneficiary discovery and team-forming exercises in lieu of their presentations.
Prepare	 Come prepared to answer the following questions: What is the Lean Methodology? What is a Mission Model Canvas? Which problems do you want to work on? Who do you need to make a team? What skills do you want your teammates to have? What personality traits should I look for in teammates?

Advanced Lecture Objectives: Introduction: Beneficiary Discovery + Class Expectations

- Introduce the Lean Startup Methodology principles
- *Introduce* Beneficiary Discovery
- Explain the Mission Model Canvas (MMC) and Value Proposition Canvas
- Explain Hypotheses, Experiments and Minimum Viable Products

This week students will also be forming their teams, filling out applications, and undertaking interviews with the Teaching Team.

Class 2: DOD/IC 101

Week	Team Presentation	Торіс
Week 1	Team Formation + Beneficiary Discovery	Beneficiary Discovery + Class Expectations
Week 2	DOD/IC 101	DOD/IC 101 + MMC
Week 3	MMC	Beneficiary

To prepare for today's presentation on **DOD/IC 101**:

Read	 Read DOD/IC Primer Read 12 Tips for Customer Discovery blog post Read SOM pp. 22-30: An Introduction to Customer Development Read SOM pp. 31-50: The Customer Development Manifesto Read SOM pp. 67-68: Overview of Customer Discovery
Watch	N/A
Create (8 min + 4 min Q&A)	Slide 1: Title Slide Team Name Team Members Number of Beneficiaries Interviewed Total number of Interviews (over all weeks) Three-sentence description of the problem and why it matters. Slide 2: Team Introduction Slide (for 1st presentation only) For Week 1, include a slide about yourselves: Team Members + Photos Degree and Department / Major Designate a Subject Matter Expert Links to LinkedIn Profiles How your experience is relevant to the problem Slide 3: Beneficiary Discovery Slide Tell us what you learned from your 10 Beneficiary Interviews Hypotheses: What did you do this week? Experiments: What did you do this week? Results: What did you discover? Actions: What will you do now? How will you proceed? Slide 4: Problem Diagram Visually depict your problem through a graphic or diagram. Use this to explain what is wrong.

	Slide 5: Minimal Viable Product (MVP)		
	• Show the MVP of the week. Include pictures (if possible).		
	Tell us what you think the MVP is testing, what data you expected, and		
	what data you received.		
	Slide 6: Mission Model Canvas + Value Propositions		
	Present your Mission Model Canvas		
	• Use the one in your application as a template		
	Slide 7: Next Week		
	• What is your plan for next week?		
	Who will you talk to?		
	What will you do?		
	What do you need to find out?		
	Come prepared to answer the following questions:		
D	What is Beneficiary Development? What is Beneficiary Development?		
Prepare	What is Beneficiary Discovery? What are its tenants? What are and are time of Proof in the		
	 What are good practices of Beneficiary Discovery? What are bad practices? 		

Advanced Lecture Objectives: **DOD/IC** + **Mission Model Canvas**

- Give students an overview of how the DOD/IC is organized and how it operates
- Enable students to navigate the complex bureaucracy of the DOD/IC
- Impart upon students the diversity of roles within the DOD/IC
- Expose students to the DOD/IC procurement process
- Introduce the Lean Startup Methodology principles
- Introduce the Mission Model Canvas (MMC) and Value Proposition Canvas
- Introduce Hypotheses, Experiments and Minimum Viable Products

Class 3: Mission Model Canvas, Beneficiary Discovery

Week	Team Presentation	Topic
Week 2	DOD/IC 101	DOD/IC 101
Week 3	Mission Model Canvas	Beneficiaries
Week 4	Beneficiaries	Value Proposition

To prepare for today's presentation on the **Mission Model Canvas**:

Read	 Read "An MVP is not a Cheaper Product" Blog Post Read Mission Model Canvas Introduction Blog Post
Watch	Watch <u>Beginners Mindset Video</u>
	Slide 1: Title Slide • Continue to update the interview counts
	Clearly update your problem description.
	Slide 2: Beneficiary Discovery Slide
	• Same format as last week. Tell us what you learned from your 10 Beneficiary Interviews (<i>hypotheses</i> , <i>experiments</i> , <i>results</i> , <i>actions</i>).
	Slide 4: Minimal Viable Product (MVP)
	• Show us your MVP for this week. Include pictures (if possible).
Create	 Tell us what you think the MVP is testing, what data you expected, and what data you received.
(8 min +	Slide 5: Mission Model Canvas + Value Propositions
4 min	Present your Mission Model Canvas
Q&A)	Use the one in your application as a template
	Slide 6: Choice Diagram
	• Present a diagram of your choice, depicting something you learned this week (e.g.
	Beneficiary Workflows, Competitive Landscape, Beneficiary Archetype, etc.).
	Slide 7: Next Week
	• What is your plan for next week?
	Who will you talk to?
	What will you do?
	What do you need to find out?

Prepare	 Come prepared to answer the following questions: What's the difference between search and execution? What is a business model versus a business plan? What is the Business Model Canvas? What is the Mission Model Canvas? What are the 9 components of the Mission Model Canvas? What is a hypothesis? What do we mean by "experiments"? What is Customer Development? What are the key tenets of Customer Development? What is an MVP? What are your first few of MVPs going to be?
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Advanced Lecture Objectives: Beneficiaries in the DOD/IC

- Set expectations for documenting Beneficiary Discovery
- Introduce Pain Relievers and Gain Creators
- Review Beneficiaries, Pains, and Gains
- Enable students to complete Value Proposition Canvases
- Explain the relationship between Value Propositions, Value Proposition Canvas and MVPs
- Prepare students to complete Beneficiaries Archetypes

Class 4: Beneficiaries

Week	Team Presentation	Topic
Week 3	Mission Model Canvas	Mission Model Canvas, Beneficiary Development
Week 4	Beneficiaries	Value Proposition
Week 5	Solution Architecture	Solution Architecture

To prepare for today's presentation on **Beneficiaries:**

	 Read SOM pp. 85- 92: Customer Segments, Types, and Archetypes 		
	• Read SOM pp. 203- 211: Problem Understanding		
	• Read SOM pp. 218- 219, 222- 224: Problem Understanding, Market Knowledge		
	• Read SOM pp. 476- 477: Customer Segment Checklist (Create H4D Specific if		
Read	possible)		
	Read VPD pp. 7-25 Value Proposition Definition and Customer Profile		
	Troub 12 pp. 7 20 1 minut 2 mi		
	Watch Pre-Planning Customer Discovery #1		
	Watch Pre-Planning Customer Discovery #2		
	Watch Pre-Planning Customer Discovery #3		
Watch	Watch Customer Discovery Interviews #1		
	Watch Customer Discovery Interviews #2		
	Watch Asking the Right Question		
	Slide 1: Title/Intro Slide		
	Continue to update the interview counts		
	Clearly update your problem description.		
	Slide 2: Beneficiary Discovery		
	Same format as last week. Tell us what you learned from your 10 Beneficiary		
	Interviews (hypotheses, experiments, results, actions).		
	merviews (hypomeses, experiments, results, actions).		
Create	Slide 3: Beneficiary Discovery Proof		
	Get out of the building for your Customer Discovery this week.		
(8 min +	(Visit your problem sponsor!)		
4 min Q&A)	Show photos and videos from your experiential learning		
	Slide 4: Mission Model Canvas		
	 Update the MMC. Show changes in red. 		
	 Color code Beneficiaries & their value propositions. 		
	Color code Beneficiaries & their value propositions.		
	Slide 5: Value Proposition Canvases* + Beneficiary Archetypes*		
	Complete one Value Proposition Canvas for each Beneficiary		
	Show the Value Proposition Canvas and note changes to it that resulted from this		
	week's Customer Discovery.		

	Below each VPC, create a Beneficiary Archetype
	Slide 6: Beneficiary Workflow
	 Each Beneficiary has a unique job-specific workflow. You need to diagram it. This means you must have a thorough understanding of your Beneficiary's day-to-day life.
	 If you have difficulty completing this diagram, you likely need a more detailed understanding of your Beneficiary.
	 Have your sponsor (or whomever is your Beneficiary) sign off on this diagram. Tell us what they said.
	Slide 7: MVP (+ Experiments conducted)
	Show us your latest MVP. Include pictures (if possible).
	Remember that this is not a full-fledged prototype.
	 What experiment was it being used for? What were your expected results? What did you actually find?
	Slide 8: Next Week
	What is your plan for next week?
	Who will you talk to?
	What will you do?
	What do you need to find out?
	Come prepared to answer the following questions:
	What did I see during Beneficiary Discovery and what does it mean?
	What is a Beneficiary?
Prepare	• Who are my <i>Beneficiaries</i> ?
	What is a Beneficiary Archetype?
	What are my Beneficiary Archetypes?

Advanced Lecture Objectives: Value Propositions

- Investigate the relationship between the Value Proposition, Value Proposition Canvas and Minimum Viable Products
- Explain that the Value Proposition exists to solve a beneficiary's problem

Are organizations Beneficiaries?

- Explain that Value Propositions have a one-to-one relationship with Beneficiaries
- *Describe* the challenges of Beneficiary Creep
- Emphasize use of MVPs to test hypotheses on the MMC and Value Prop Canvas
- Introduce and Explain why we look for Product-Mission fit

Class 5: Mission Achievement

Week	Team Presentation	Topic
Week 4	Beneficiaries	Beneficiaries
Week 5	Solution Architecture	Solution Architecture Data Architecture Security Architecture
Week 6	Value Proposition	Product Mission Fit

To prepare for today's presentation on **Solution architecture:**

 In advance of lecture, catalog all of the data that you believe will be processed in your MVP. For each class of data, list the constraints on access to the data: who must have access, who must not have access.
Slide 1: Title/Intro Slide Continue to update the interview counts Clearly update your problem description. Slide 2: Beneficiary Discovery Same format as last week. Tell us what you learned from your 10 Beneficiary Interviews (hypotheses, experiments, results, actions). Slide 3: Beneficiary Discovery Proof Get out of the building for your Customer Discovery this week. (Visit your problem sponsor!) Show photos and videos from your experiential learning Slide 4: Mission Model Canvas Update the MMC. Show changes in red. Color code Beneficiaries & their value propositions. Slide 5: Beneficiary Workflow Each Beneficiary Workflow Each Beneficiary has a unique job-specific workflow. You need to diagram it. This means you must have a thorough understanding of your Beneficiary's day-to-day life. If you have difficulty completing this diagram, you likely need a more detailed understanding of your Beneficiary. Have your sponsor (or whomever is your Beneficiary) sign off on this diagram. Tell us what they said. Slide 6: Information Flow Diagram Create a diagram showing the movement of data without your proposed solution architecture.

	The diagram should clearly show domains within your architecture from which data will be accessible by different beneficiaries/entities.	
	 Slide 7: MVP (+ Experiments conducted) Show us your latest MVP. Include pictures (if possible). Remember that this is not a full-fledged prototype. What experiment was it being used for? What were your expected 	
	results? What did you actually find? Slide 8: Next Week What is your plan for next week? Who will you talk to? What will you do? What do you need to find out?	
Prepare	Come prepared to answer the following questions: • What is Mission Achievement? • How is Mission Achievement defined for your Sponsor? • How are you defining Mission Achievement? • What are your metrics for Mission Achievement? • How does Mission Achievement change between your Beneficiaries?	

Advanced Lecture Objectives: Buy-in & Support

- Reinforce Buy-in and "Get, Keep, Grow" concept and graphic
- Reinforce Support comes after "Get" and is a part of "keep"
- Review Supporters versus Advocates
- Review Standards and Field Support
- Introduce students to the different paths that solutions are deployed within the DoD
- Introduce and familiarize students with key deployment related concepts including Acquisition Cycles; Technology Readiness Level (TRL); Bracket Cost
- Prepare students to draw Deployment Flow diagrams.

Class 6: Value Propositions

Week	Team Presentation	Topic
Week 5	Beneficiaries	Value Proposition
Week 6	Value Proposition	Product-Mission Fit

To prepare for today's presentation on Value Propositions:

	Read SOM pp. 76- 84: Value Proposition Hypothesis
	Read Osterwalder's blog post on the <u>Value Proposition Canvas</u>
D 1	Read Steve Blank's Blog Post: Watching my Students Grow into a Company
Read	Read Air War College Paper: Commercial Eyes in Space
	• Read VPD: pp. 26- 63 Value Map, Fit
	Read VID. pp. 20-03 Value Map, I h
Watch	Watch <u>Multimedia Content 2 (Value Propositions)</u>
	Slide 1: Title/Intro Slide
	Continue to update the interview counts
	Clearly update your problem description.
	Slide 2. Donoficious Discovers
	Slide 2: Beneficiary Discovery
	Same format as last week. Tell us what you learned from your 10 Beneficiary
	Interviews (hypotheses, experiments, results, actions).
	Slide 3: Get out of the Building!
	Get out of the building for your Beneficiary Discovery this week.
C 4	(Visit your problem sponsor!)
Create	Show photos and videos from your experiential learning
(8 min +	
4 min Q&A)	Slide 4: Mission Model Canvas
(22.2)	 Update the MMC. Show changes in red.
	 Color code Beneficiaries & their value propositions.
	• Note that you should not list <i>entire organizations</i> as Beneficiaries.
	Slide 5: Value Proposition Canvases + Beneficiary Archetype (one per Beneficiary)
	Complete one Value Proposition Canvas for each Beneficiary
	Note what changes resulted from this week's Beneficiary Discovery.
	 Below each VPC, create a <i>Beneficiary Archetype</i>
	Below each vie, create a Benegician y Thenetype
	Slide 6: Beneficiary Workflow

- Update your *Beneficiary Workflow* slide from last week to capture what you learned over the past week.
- Highlight the evidence that prompted these changes
- Show to your sponsor / beneficiary, and tell us what they said.

Slide 7: Draft Organizational Chart

- Draw the relationships between your Beneficiaries
- Include anyone else who they regularly interact with.
- Continue to refine and update this over the course of the quarter.
- Note that this is not the same as the Beneficiary Workflow

Slide 8: MVP (+ Experiments conducted)

- Show us your latest MVP. Include pictures (if possible).
- Remember that this is not a full-fledged prototype.
- What experiment was it being used for? What were your expected results? What did you actually find?

Slide 9: Next Week

- What is your plan for next week?
- Who will you talk to?
- What will you do?
- What do you need to find out?

Come prepared to answer the following questions:

- What is a Value Proposition?
- How is your MVP connected to your value proposition?
- How did your Beneficiary Discovery inform the evolution of your Value Proposition?

Prepare

- What pain-points does you solution solve?
- What gains does your solution provide?
- Why do *value propositions* have a one-to-one relationship with *Beneficiaries*?
- How do the needs of your Beneficiaries diverge? Are they in conflict with one another?

Advanced Lecture Objectives: **Product-Mission Fit**

- Reinforce the concept of tiered Beneficiaries
- Confirm they know how to validate Product / Mission Fit
- Understand where and under what conditions it is necessary to Pivot
- Introduce the concept of Dual-Use and why the DOD and VC's think it's important

Class 7: Product-Mission Fit

Week	Team Presentation	Topic
Week 6	Value Proposition	Product-Mission Fit
Week 7	Product-Mission Fit	Dual Use

To prepare for today's presentation on **Product-Mission Fit:**

	• Read SOM pp 257273: Chapter 7
Read	 Read VPD pp. 26-63: Value Map, Fit
Reau	 Read "Pivot" Section from <u>Steve Blank's Week 6 H4D Blog Post</u>
	Read "Beneficiary Creep" Blog post (To be Written)
Watch	Watch <u>Bill Perry interview on Innovation</u>
	Slide 1: Title Slide
	Continue to update the interview counts
	Clearly update your problem description.
	Slide 2: Beneficiary Discovery
	• Same format as last week. Tell us what you learned from your 10 Beneficiary Interviews (hypotheses, experiments, results, actions).
	Slide 3: Pivot or Proceed?
	 Did you team make a Pivot this week?
	• If so: What prompted the pivot? What is your new hypothesis? What will
	you do to follow up and test it?
Create	• If not: How did your Beneficiary Discovery support product-mission fit? What are your next steps?
(8 min + 4 min	Slide 4: Get out of the Building!
Q&A)	Same as last week. Show us photos and videos from your activities.
Q0012)	• If you didn't visit your sponsor last week, do it this week.
	Slide 5: Mission Model Canvas
	 Update the MMC. Show changes in red.
	 Color code Beneficiaries & their value propositions.
	• Note that you should not list <i>entire organizations</i> as Beneficiaries.
	Slide 6: Beneficiary Evolution
	• Capture the evolution of your understanding about your Beneficiaries and their archetypes. How did they change over time? Who was eliminated / pruned? Who was discovered? Note any major events that prompted
	significant reassessments of your Beneficiaries.

	Slide 8: Tiered Beneficiary Diagram		
	• Create a graphic that sorts your remaining Beneficiaries into <i>Target</i> ,		
	Tangential, Upstream, and Downstream.		
	Slide 9: Value Proposition Canvases + Beneficiary Archetypes		
	 Update from last week's slide deck. Note any changes (additions or removals). 		
	Tie into Product-Mission Fit by preparing evidence from your Beneficiary		
	Discovery to support each entry within a section. Having verified each section, you're well on the way to Product-Mission Fit.		
	Slide 9: MVP (+ Experiments conducted)		
	• Show us your latest MVP. Include pictures (if possible).		
	Remember that this is not a full-fledged prototype.		
	What experiment was it being used for? What were your expected		
	results? What did you actually find?		
	Slide 9: Next Week		
	What is your plan for next week?		
	Who will you talk to?		
	What will you do?		
	What do you need to find out?		
	Come prepared to answer the following questions:		
	 Have we validated product-mission fit? If so, what evidence do you have? 		
	• Are you making any pivots? If so, what are you pivoting to? Why?		
	• What Gains is your MVP creating? What pain-points is it relieving?		
Prepare	Are all entries on your MMC harmonious or is there conflict / tension		
	between some?		
	• Who are your target Beneficiaries? Who are the tangential ones? The up /		
	down-stream Beneficiaries?		
	How do you triage Beneficiaries?		
	• What is <i>Beneficiary creep</i> and how do you avoid it?		

Advanced Lecture Objectives: **Dual Use**

- Confirm students understand the advantages of pursuing Dual-Use opportunities
- *Confirm* that teams have sought Dual-Use applications.
- *Explain* the concept of Mission Achievement in the context of mission driven organizations such as the DoD/IC.
- Explain the differences between assessing and measuring success in commercial ventures versus success in the DoD/IC and Dual Use ventures
- *Explain* why Beneficiaries can have unique Mission Achievement criteria and why they may not be aligned and in some cases- can even be opposed.
- *Emphasize* the importance of developing metrics and measures that can be used to assess progress towards Mission Achievement

Class 8: Dual-Use

Week	Team Presentation	Topic
Week 7	Product-Mission Fit	Dual Use
Week 8	Dual Use	Mission Achievement

To prepare for today's presentation on **Dual Use:**

Read	 Read Blog Post on the Dual Use Diagram (To be Written) Supplemental: Read Case study on In-Q-Tel and their attempts to align dual-use tech with the right product-market (see Harvard Business Review Case Study).
Create (8 min + 4 min Q&A)	Slide 1: Title Slide

	Slide 7: Optional Diagram • Add any extra diagrams you can create that visually convey what you	
	learned this past week.	
	Slide 8: Next Week	
	• What is your plan for next week?	
	Who will you talk to? What is the second seco	
	What will you do?	
	What do you need to find out?	
	Come prepared to answer the following questions:	
	 What is your dual-use value proposition? 	
	Who are your dual-use Beneficiaries?	
	 What role does Dual-Use play in your larger-business plan? 	
_	What deployment options do you have for dual-use markets?	
Prepare	 What benefits does Government financing offer over VC financing? 	

Advanced Lecture Objectives: Mission Achievement

- *Reinforce* the concept of Mission Achievement in the context of mission driven organizations such as the DoD/IC.
- Remind teams the differences between assessing and measuring success in commercial ventures versus success in the DoD/IC
- *Explain* why Beneficiaries can have unique Mission Achievement criteria and why they may not be aligned and in some cases- can even be opposed.
- *Emphasize* the importance of developing metrics and measures that can be used to assess progress towards Mission Achievement
- Explain Buy-in and "Get, Keep, Grow" concept and graphic
- Explain Support comes after "Get" and is a part of "keep"
- Explain Supporters versus Advocates
- Explain Standards and Field Support

Class 9: Mission Achievement

Week	Team Presentation	Торіс
Week 8	Dual Use	Mission Achievement
Week 9	Mission Achievement	Buy-in & Support

To prepare for today's presentation on **Mission**

Achievement:

Slide 1: Title Slide

- Continue to update the interview counts
- Clearly update your problem description.

Slide 2: Beneficiary Discovery

• Same format as last week. Tell us what you learned from your 10 Beneficiary Interviews (hypotheses, experiments, results, actions)

Slide 3: Mission Model Canvas

- Color code and associate Value Propositions with Beneficiaries
- Note that Beneficiaries are *not entire organizations*.

Slide 4: Mission Achievement

- For each of your Beneficiaries, what is their Mission Achievement?
- What are your metrics for assessing Mission Achievement?
- Break-down your beneficiaries by their definitions and/or metrics for
 Mission Achievement. Use these differences to create a *tiered mission* achievement diagram that shows how the criteria for mission achievement
 changes with rank and position within your sponsor's organization.

Slide 5: Tiered Mission Achievement Diagram (optional)

• In hierarchical military organizations mission achievement may be defined differently across different rank levels or by different levels of focus- e.g. tactical, operational, and strategic. In these cases, students may want to adapt a "Tiered Mission Achievement". Template available here.

Slide 6: Value Proposition Canvases + Beneficiary Archetypes

- Same format as last week. Discuss what is new.
- Add *Mission Achievement* criteria to your Beneficiary Archetype.

Slide 7: MVP (+ Experiments conducted)

• Show us your latest MVP. Include pictures (if possible).

Create

(8 min + 4 min Q&A)

	 Remember that this is not a full-fledged prototype. What experiment was it being used for? What were your expected results? What did you actually find?
	 Slide 8: Next Week What is your plan for next week? Who will you talk to? What will you do? What do you need to find out?
Prepare	Come prepared to answer the following questions: • What is Mission Achievement? • How is Mission Achievement defined for your Sponsor? • How are you defining Mission Achievement? • What are your metrics for Mission Achievement? • How does Mission Achievement change between your Beneficiaries?

Advanced Lecture Objectives: Buy-in & Support

- Reinforce Buy-in and "Get, Keep, Grow" concept and graphic
- Reinforce Support comes after "Get" and is a part of "keep"
- Review Supporters versus Advocates
- Review Standards and Field Support
- Introduce students to the different paths that solutions are deployed within the DoD
- Introduce and familiarize students with key deployment related concepts including Acquisition Cycles; Technology Readiness Level (TRL); Bracket Cost
- Prepare students to draw Deployment Flow diagrams.

Class 10: Buy-in / Support

Week	Team Presentation	Topic
Week 9	Mission Achievement	Buy-in & Support
Week 10	Buy-in & Support	Deployment
WEEK 10	Buy-m & Support	Берюушен

To prepare for today's presentation on **Buy-in & Support:**

D 1	Read SOM pp. 126-143: Customer Relationships Hypothesis
Read	Read SOM pp. 296-303: Get/Keep/Grow
Watch	Watch Mutimedia Content 5: Customer Relationships
	Slide 1: Title Slide
	Continue to update the interview counts
	Clearly update your problem description.
	Slide 2: Beneficiary Discovery
	• Same format as last week. Tell us what you learned from your 10 Beneficiary Interviews (hypotheses, experiments, results, actions)
	Slide 3: Mission Model Canvas
	Color code and associate Value Propositions with Beneficiaries
	• Focus on the <i>Buy-in & Support</i> and <i>Deployment</i> sections.
Create	Slide 4: Organizational Chart/Influence Chart
	Create an organizational chart of your sponsor, and detail all the relationships and
(8 min +	connections that exist that could impact your success.
4 min Q&A)	O Who reports to who?
	O How is information passed along?
	O Who are the gate-keepers?
	O Who writes requirements?
	O Who authorizes funding / moves money?
	O Who's buy-in / support is critical?
	o Who are the saboteurs?
	Slide 5: Buy-in / Support story for your product
	Explain who is are the necessary people to rapidly deploy your product and how
	you are going to win them over.
	Slide 6: Get-Keep-Grow Diagram

	Create a Get-Keep-Grow diagram for your solution.
	Slide 5: Value Proposition Canvases + Beneficiary Archetypes
	 Same format as last week. Discuss what is new.
	• Include general ways to get Buy-In for each Beneficiary Archetype.
	Slide 6: MVP (+ Experiments conducted)
	• Show us your latest MVP. Include pictures (if possible).
	Remember that this is not a full-fledged prototype.
	• What experiment was it being used for? What were your expected results? What did you actually find?
	Come prepared to answer the following questions:
	• What are <i>saboteurs</i> , <i>supporters</i> and <i>advocates</i> ?
	Who are your saboteurs?
	Who are you advocates?
Prepare	Who are your supporters?
_	• Why are your saboteurs sabotaging you?
	Who are the critical influencers in your influence/org chart?
	• What are you going to do to initially <i>get</i> beneficiaries? To <i>grow</i> your market size? And to <i>keep</i> customers?

Advanced Lecture Objectives: **Deployment**

- Ensure the students are familiar with deployment concepts including Acquisition Cycles; Color of Money, Technology Readiness Level (TRL); Bracket Cost and that they can draw Deployment Flow diagrams.
- Introduce Activities, Resources, and Key Partners
- Explain risks, benefits, and difficulties of Partnerships.
- *Explain* differences between Government Partnerships, Dual-Use Partnerships, and traditional Corporate Partnerships.
- Explain unique benefits that Government and Dual-Use Partnerships provide.
- Ensure Students can complete Gantt Charts, Activity Maps, and Key Partner Canvas

Class 11: Deployment

Week	Team Presentation	Topic
Week 10	Buy-in & Support	Deployment
Week 11	Donlormont	Activities, Resources,
Week 11	Deployment	+ Key Partners

To prepare for today's presentation on **Deployment:**

Read	 Read "<u>Building Partnerships for Efficiency</u>" pp. 6-9 by Tony Davis on SOCOM's agile acquisitions efforts.
Watch	Watch Multimedia Content 4: Channels
Create (8 min + 4 min Q&A)	Slide 1: Title Slide

• This requires you to understand how your sponsor conducts business. Show this slide to them before your presentation to solicit feedback.

Slide 8: Potential Deployment Strategies

- There is no one-way to get things done in the DOD. Highlight the different avenues for deploying your solution that you have discovered. Include different sources of funding, contract mechanisms, programs, etc.
- Compare the pros and cons of each deployment-strategy. Consider both their timelines and funding constraints.
- Detail the deployment strategy that your team is most likely to pursue.
- Identify the constraints and conditions of using that deployment method.

Slide 9: Deployment Diagram

- If your sponsor does have a method to propose deployment of a solution, work with them to lay out the specific activities that need to be completed to rapidly deploy.
- In addition to necessary activities in this process <u>identify the people</u> who will be involved (organizations don't do things, the people inside them do)

Slide 7: Next Week

- What is your plan for next week?
- Who will you talk to?
- What will you do?
- What do you need to find out?

Come prepared to answer the following questions:

- How is your sponsor's organization organized? (Draw it out)
- What viable funding mechanisms exist within your sponsor's organization? How about from outside organizations?
- Are there any relevant BAAs or RFPs?
- What Technology Readiness Level (TRL) have you achieved?
- How much will it cost to get from your current TRL to the next? (est)
- What are the different Deployment routes?
- What are the associated timelines of the different deployment routes?

Advanced Lecture Objectives: **Activities, Resources, + Key Partners**

- *Ensure the students are familiar* with Activities, Resources, and Key Partners concepts and understood the risks, benefits, and difficulties of Partnerships.
- Ensure they understand Government and Dual-Use Partnerships.
- Ensure Students understand Gantt Charts, Activity Maps, and Key Partner Canvas
- *Introduce* Operating Plans
- Introduce Burn Rate

Prepare

- Explain Costs in DoD/IC Terms
- *Explain* the differences between Traditional Commercial Operating Plans, Commercial Startup Operating Plans, and Operating Plans for Startups selling to the DoD/IC

Class 12: Activities, Resources, + Key Partners

Week	Team Presentation	Topic
Week 11	Deployment	Activities, Resources, + Key Partners
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Week 12	Activities, Resources + Key Partners	Mission Budget + Operating Plan

To prepare for today's presentation on **Activities**, **Resources**, + **Key Partners**:

	Read SOM pp. 169-175: Key Resources
D 1	Read SOM pp. 176-177: Partners
Read	Read blog post on Key Partners & Key Partner Canvas (To be Written)
	Watch <u>Multimedia Content 8: Activities and Resources</u> (Before watching)
Watch	Multimedia Content 7)
watch	Watch Multimedia Content 7: Partners
	Slide 1: Title Slide
	Continue to update the interview counts
	Clearly update your problem description.
	Clida 2. Danofiaiany Discoveny
	 Slide 2: Beneficiary Discovery Same format as last week. Tell us what you learned from your 10 Beneficiary
	Interviews (hypotheses, experiments, results, actions)
	interviews (hypotheses, experiments, results, actions)
	Slide 3: Mission Model Canvas
	Color code and associate Value Propositions with Beneficiaries
	 Focus on the Activities, Resources, and Key Partners sections.
Create	CP. J. A. MVD (Ferrando en Jane J.)
	Slide 4: MVP (+ Experiments conducted)
(8 min +	 Show us your latest MVP. Include pictures (if possible). Remember that this is not a full-fledged prototype.
4 min Q&A)	Trememoer that this is not a rain freagea prototype.
	• What experiment was it being used for? What were your expected results? What did you actually find?
	did you actually find:
	Slide 5: Activities Map
	• Connect your <i>needs</i> to the <i>Activities</i> you will use to complete them.
	Separate your Activities into Resources (internally owned) and Key Partners
	(externally owned).
	• Who will you partner with as <i>Key Partners</i> ?
	Slide 7: Critical Resources Gantt Chart
	What resources do you have? What do you need? How will you acquire what
	you need? How much will it cost?
L	

	 Are they resources you already have? Do you need to acquire or partner with others to get them? How much will they cost? What human resources will you need? What equipment resources will you need? What financial resources will you need to acquire all these resources?
	Slide 8: What are your Key Activities? • What are the activities you need to perform to complete your team's value
	proposition? (e.g. manufacturing, launching rockets, getting funding) • What is the timeline of those activities?
	Slide 9: Key Partner Canvases
	 For each Key Partner, complete a Key Partner Canvas to characterize the partnership.
	Remember partnerships must be a 2-way street. Realistically you must offer them something in return.
	Slide 10: Value Proposition Canvases + Beneficiary Archetypes
	Same format as last week. Discuss anything new.
	Come prepared to answer the following questions:
	What are Activities, Resources, and Key Partners? How are they related?
	What are your Key Activities? Your Resources? Your Key Partners?
	 What are the different types of resources that one can have?
Prepare	What is your most important type of Resource?
	What is a "coin-operated" partnership?
	What impact would pursuing a dual-use application have on your <i>Activities</i> ,
	Resources, and Key Partners?
	What <u>resources</u> do you already have? What do you need?

Advanced Lecture Objectives: Mission Budget + Operating Plan

- Ensure the students are familiar with Operating Plans
- Ensure the students are familiar with Burn Rate
- Ensure the students are familiar with Costed Bill of Materials
- Ensure the students are familiar with Costs in DoD/IC Terms
- Ensure the students are familiar with the differences between Traditional Commercial Operating Plans, Commercial Startup Operating Plans, and Operating Plans for Startups selling to the DoD/IC
- Explain the Format and Expectations for final Lessons Learned presentations.

Class 13: Mission Budget + Operating Plan

Week	Team Presentation	Topic
Week 12	Activities, Resources + Key Partners	Mission Budget + Operating Plan
	Mission Dudget	
Week 13	Mission Budget + Operating Plan	Reflections

To prepare for today's presentation on **Mission Budget + Operating Plan:**

	• Read SOM pp. 438-446: Metrics that Mater
Read	Read SOM pp. 528: Validate Financial Model
	Review <u>Mark Leslie's Slides on Business Models</u>
Watch	Watch <u>Multimedia Content nline Lesson 6: Revenue Models</u>
	Slide 1: Title Slide
	Continue to update the interview counts
	Clearly update your problem description.
	Slide 2: Beneficiary Discovery
	Same format as last week. Tell us what you learned from your 10
	Beneficiary Interviews (hypotheses, experiments, results, actions)
	Slide 3: Mission Model Canvas
	 Color code and associate Value Propositions with Beneficiaries
	• Focus on the Activities, Resources, and Key Partners sections.
	Slide 4: MVP (+ Experiments conducted)
Create	Show us your latest MVP. Include pictures (if possible).
(8 min +	Remember that this is not a full-fledged prototype.
4 min	What experiment was it being used for? What were your expected
Q&A)	results? What did you actually find?
	Slide 5: Value Proposition Canvas for each Beneficiary
	Continue to refine your Value Prop and Customer Archetype / Persona
	for each beneficiary
	Slide 6: Diagram of Cost Flows (e.g. Bill of Materials / BOM)
	Create a diagram of your cost flows.
	If you have an idea of what is needed in your product, include the BOM
	Slide 7: 3 Year Financial / Operations Timeline
	 Present financial and operations timeline for the next 3 years.
	Slide 8: (If Dual-Use) Commercial Operations Timeline

	Map out an Operational timeline for the next 3 years
	Come prepared to answer the following questions:
	What is Burn Rate? What is your estimated burn rate?
Dronono	What is a BOM?
Prepare	• What does your financial operations timeline look like for the coming 3 years?
	When will you need new cash injections?

Advanced Lecture Objectives: Reflections

- Explain the Format and Expectations for final Lessons Learned presentations
- Give students the opportunity to reflect on their experiences in Hacking 4 Defense
- *Polish students*' final presentations
- *Ensure* that students present what they learned over the course of the quarter and not simply another demo.

Class 14: Lessons Learned– Reflections

Week	Team Presentation	Topic
Week 13	Mission Budget + Operating Plan	Lessons Learned: Reflections
Week 14	Lessons Learned: Reflections	Guidelines for Final Report Document to Sponsors
Week 15	Final (written) Report to Sponsors Draft of Final Presentation	Presentation Tips + Best Practices

To prepare for today's presentation on **Reflections:**

Read	Review sample final presentation slide decks	
Watch	Watch Final Presentations video from Stanford 2016 class	
Create (8 min + 4 min Q&A)	Slide 1 Team name A few lines of what your initial idea was The size of the opportunity (TAM/SAM) Total number of interviews personally conducted (include any email interactions or survey numbers in parentheses) Slide 2 — Team members — name, background, expertise and your role on the team. Name of mentors and their affiliation. Slide 3 — Original Hypotheses The World — market/opportunity, how does it operate The Characters — customers/value proposition/ product-market fit, pick a few examples to illustrate Narrative Arc — lessons learned how? Enthusiasm, despair, learning then insight Quotes from customers "we loved it" or "stupid idea" Show us — images and demo to illustrate learning = diagrams, wireframes & pivots to finished product) Editing — does each slide advance the learning Theater Point us to what you want us to see Ought to be self-explanatory Use analogies Bring any "show and tell" examples Slide 4 - Mission Model Canvas Version 1 (use the modified Osterwalder Canvas; do not make up your own). "Here was our original idea."	

Zoom in on the important parts of the canvas to make any key points Slide 5 – "So here's what we did..." (explain how you got out of the building) • Show us your first MVP **Slide 6** – "So here's what we found (what was reality), so then... here's what we did" • Zoom in on the important parts of the canvas to make any key points • Presentation *requires* at least three Mission Model Canvas slides. • Presentation *requires* at least three diagrams of some part of the canvas. For example: o Get Keep Grow Pipeline o Channel Diagram o Customer / Payer Flow o Activities / Resources / Partners Connections o Petal Diagram o TAM / SAM **Side 7** – "So here's where we ended up." Talk about: • What did you learn Show us your final MVP Slide 8 • Investment readiness slide • Whether you think this a viable business, • Whether you want to pursue it after the class, etc. • Please note: This presentation is your first draft of the presentation that will be made to the class in week 15, and then revised based on feedback during week 15 for the final assignment to be presented to problem sponsors, VC's and other outside dignitaries during the final exam period. The **Next draft of your slides** needs to be uploaded by [Time] [Date] The Teaching team will give your slides one final review and send you comments that evening Dead-Final slides and videos - approved by teaching team - need to uploaded lines by (Time) (Date)

Advanced Lecture Objectives: Project Deliverables

- Explain the Format and Expectations for final report.
- Use each of the student teams problem statements as an example for what is neededed in each of the final report sections:
 - o Original Problem Statement
 - o Revised Problem Definition
 - Summary of findings (from interviews)
 - How to sell/position the teams MVP

Advanced Lecture: **Presentation Tips** + **Best Practices**

Class 15: Final Presentation Document – Presentation Tips

Week	Team Presentation	Topic
Week 14	Lessons Learned + Reflections	Lessons Learned + Reflections
Week 15	Final (Written) Report to Sponsors Draft of Final Presentation	Presentation Tips + Best Practices

To prepare for today's presentation and final report for problem sponsors.

	Written document (distrinct from presentation) that outines the original problem statement, interviews conducted, findings from those interviews and your final Minimal Viable Product (MVP)
Prepare	Dry run of presentation for lecture week 15, to be critiqued and discussed. You will revise this presentation based on feedback and the presentation tips and best practices to prepare for the H4D Final assignment which will be presented at the designated time for the final exam (see below)
Advanced Lecture: Presentation Tips + Best Practices	

Statement on Academic Conduct and Support Systems

Academic Conduct:

Plagiarism – presenting someone else's ideas as your own, either verbatim or recast in your own words – is a serious academic offense with serious consequences. Please familiarize yourself with the discussion of plagiarism in SCampus in Part B, Section 11, "Behavior Violating University Standards" <u>policy.usc.edu/scampus-part-b</u>. Other forms of academic dishonesty are equally unacceptable. See additional information in SCampus and university policies on scientific misconduct, <u>policy.usc.edu/scientific-misconduct</u>.

Support Systems:

Counseling and Mental Health - (213) 740-9355 – 24/7 on call studenthealth.usc.edu/counseling

Free and confidential mental health treatment for students, including short-term psychotherapy, group counseling, stress fitness workshops, and crisis intervention. *National Suicide Prevention Lifeline - 1 (800) 273-8255 – 24/7 on call* suicidepreventionlifeline.org

Free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week.

Relationship and Sexual Violence Prevention Services (RSVP) - (213) 740-9355(WELL), press "0" after hours — 24/7 on call studenthealth.usc.edu/sexual-assault

Free and confidential therapy services, workshops, and training for situations related to gender-based harm.

Office of Equity and Diversity (OED) - (213) 740-5086 | Title IX – (213) 821-8298 equity.usc.edu, titleix.usc.edu

Information about how to get help or help someone affected by harassment or discrimination, rights of protected classes, reporting options, and additional resources for students, faculty, staff, visitors, and applicants.

Reporting Incidents of Bias or Harassment - (213) 740-5086 or (213) 821-8298 usc-advocate.symplicity.com/care_report

Avenue to report incidents of bias, hate crimes, and microaggressions to the Office of Equity and Diversity |Title IX for appropriate investigation, supportive measures, and response.

The Office of Disability Services and Programs - (213) 740-0776 dsp.usc.edu

Support and accommodations for students with disabilities. Services include assistance in providing readers/notetakers/interpreters, special accommodations for test taking needs, assistance with architectural barriers, assistive technology, and support for individual needs.

USC Campus Support and Intervention - (213) 821-4710

campussupport.usc.edu

Assists students and families in resolving complex personal, financial, and academic issues adversely affecting their success as a student.

Diversity at USC - (213) 740-2101

diversity.usc.edu

Information on events, programs and training, the Provost's Diversity and Inclusion Council, Diversity Liaisons for each academic school, chronology, participation, and various resources for students.

USC Emergency - UPC: (213) 740-4321, *HSC:* (323) 442-1000 – 24/7 on call dps.usc.edu, emergency.usc.edu

Emergency assistance and avenue to report a crime. Latest updates regarding safety, including ways in which instruction will be continued if an officially declared emergency makes travel to campus infeasible.

USC Department of Public Safety - UPC: (213) 740-6000, HSC: (323) 442-120 – 24/7 on call

dps.usc.edu

Non-emergency assistance or information.

Office of the Ombuds - (213) 821-9556 (UPC) / (323-442-0382 (HSC) ombuds.usc.edu

A safe and confidential place to share your USC-related issues with a University Ombuds who will work with you to explore options or paths to manage your concern.

Statement on Diversity, Equity, and Inclusion

The effectiveness of this course depends on the ability of all students to work together, in teams, in a way that allows each student to contribute in a manner that is reflective of their own individual strengths. Teams are most effective when the members of the team have different perspectives on the problems at hand. In this course we seek to use the background and perspective of all students.

We will provide safe and inclusive learning environment by respecting each other's dignity and personal beliefs. We treat one another fairly and honor each member's experiences, perspectives, abilities, and backgrounds, regardless of race, religion, language, immigration status, sexual orientation, gender identification, ability status, socio-economic status, national identity, or any other identity markers. Disruptive or insulting remarks, gender or racial slurs, or other forms of bullying, intimidation or hate speech or disrespectful language or behavior will not be tolerated.