

# Community Agreements



## **BE PRESENT!**

Be on time and participate. Try to refrain from checking email and doing other tasks as much as possible.



## **STEP UP, STEP BACK.**

Be mindful of taking too much or too little space.



## **CALL EACH OTHER IN AS WE CALL EACH OTHER OUT.**

When challenging someone's ideas or behavior, give feedback respectfully. When your own ideas or behavior are challenged, receive feedback respectfully.



## **SHARE GRATITUDE FOR FEEDBACK.**

It is a gift when someone takes the time and risk to give feedback. Thank them for the learning opportunity and recognize you may have work to do.



## **CREATE A SPACE FOR MULTIPLE TRUTHS.**

Speak your truth and seek understanding of truths that differ from yours. Celebrate and embrace different perspectives.



## **NOTICE POWER DYNAMICS.**

Power shows up in many different ways—be aware of how you might be unconsciously using your privilege and power.



## **ASSUME BEST INTENTIONS.**

Everyone comes in with a different set of experiences and knowledge. Seek first to understand and assume best intentions in all interactions.



## **CENTER LEARNING AND GROWTH.**

This work is sometimes uncomfortable and uncertain. We may not always know the answers nor arrive at neat, tidy resolutions. We will make mistakes along the way. Remember we are all here to learn and grow, both individually and collectively. We won't "fix" it all in one meeting, but we will get closer if we are willing to be uncomfortable.



## **RECOGNIZE THAT INTENT IS DIFFERENT FROM IMPACT.**

The things we say or do may have a negative impact on others, despite our intent. Be accountable for the impact of your actions and words.