



Community Agreement

Workgroup norms to work together respectfully and effectively

When you speak, please use an “I statement” to talk about your own experience and what is true for you.

Your voice is important. All are welcome to speak and share in our preferred language – interpreters are available by request.

Make space for others and the experiences they bring; celebrate differences and understand that each member’s voice is important.

Understand that when we get advice from others, they mean well and want to help us succeed. If you are feeling hurt, ask questions to better understand where the advice is coming from. When giving advice or feedback use statements like, “I wonder if...” rather than “You should...”.

Know that we can feel guilty and are more likely to judge ourselves; be kind to others and ourselves.

Ask ourselves, “Why am I speaking?” -- understand that none of us know everything and together we know a lot.

Understand that there are times to listen and times to speak. When you are unsure, slow down and take time to think before speaking and decide if you are reacting to something or adding to the discussion.

Be curious, ask questions, explore feelings of discomfort, and wonder, “Why am I uncomfortable right now?”

Understand that opinions and facts supported by data are different, and even data can be understood differently depending on our opinions and experiences.

Know that what we experience can change the way we view life and reality.

Check our bias at each stage of our journey.

Use feedback and questions to return to the main idea when the discussion gets lost; report conflict or offensive words and actions right away and focus on the progress of the work.

Make sure that you are being honest with yourself and others. Know that it is ok to say no and understand that we are all sharing space together.

Make sure our shared space is physically and socially available to the best of our ability.

Assume best intentions.

Understand that we all have different experiences, and we are trying to help each other, and our community succeed together.

