

# Community Agreements



Speak our own individual truths from our own experiences (“I” statements)

Make space for others and the experiences they bring; celebrate differences and meet people where they are

Approach feedback as a gift that we both receive and give; anticipate, expect and want feedback as a beautiful, positive act of love

Combat the blame and judgement that we feel internally; no shaming or belittling other or ourselves

Ask ourselves, “Why am I speaking?” -- understand that no one knows everything and together we know much

Engage in curiosity-driven dialogue and embrace discomfort

Differentiate between opinion and facts supported by data

Check our bias at each stage of our journey

Utilize feedback and questions to return to the key topic when attempts are made to deflect the discussion; address conflict or offensive words and actions promptly and focus on the progress of the work

Assert healthy boundaries and understand that all spaces are shared spaces - making them as physically and socially accessible as possible

