

Our Community Agreements

- + Speak our own individual truths from our own experiences (Use “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 others 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.