

COMMUNITY AGREEMENT

Our Community Agreement reflects how we want to show up. It's here to guide us in building spaces where everyone feels welcome, supported, and respected.

Together we agree to:

- **Lead With Empathy And Patience**

We assume positive intent and give each other grace.

- **Keep An Open Mind**

Different perspectives bring new insights, and even challenging conversations can build connection and understanding.

- **Listen To Understand**

Let others finish their thoughts, seek to understand before responding, and avoid assumptions.

- **Respect Different Ways Of Communicating**

Everyone can share input in a way that works for them.

- **Make Room For Every Voice**

If you tend to be quiet, feel free to jump in; if you tend to talk a lot, look for opportunities to listen.

- **Be Mindful Of The Group**

Minimize distractions and keep cameras on during virtual meetings so we can fully connect. Be sure the right people are included in each conversation.

- **Care For Ourselves**

Take breaks, honor your needs, and rejoin when you're ready.

- **Celebrate Wins And Failures**

With successes big or small, we cheer each other on! We also see mistakes as part of growth.