

Community Norms

1. Commit to being our authentic selves

- a. Be honest – speak truth as you see it (words and actions match) and allow others to speak their truth.
- b. Do not gossip (e.g., if the person heard what you said would it be hurtful)
 - Rather than gossip, engage individuals directly
 - Hold others accountability (e.g., stop hurtful behavior by not engaging)
- c. Find a trusted ally who can be a sounding board
- d. Don't make assumptions (Be mindful of possible assumptions and check them out)
- e. Check ourselves (understand the time to speak and time to listen)
- f. It's okay to stop, rewind, and change your mind

2. Check ourselves and share the air (allow time to speak)

- a. Honor experience, knowledge, and diverse perspective
- b. Recognize attachment – bring options and interests, not decisions or positions
- c. Develop respect and an ability to listen and consider outlying opinions or ideas
- d. Don't cut others off with “knee-jerk” responses (micro messages)
- e. Recognize that we are more than one opinion or position (e.g., don't label each other)

3. Assume good intentions, forgive often, and be present

- a. Recognize and reflect on our assumptions
- b. Respect, trust (no yelling, no lying, no whispering, no passive aggressive behaviors)
- c. Critique, with respect and humility, not criticisms
- d. Establish clarity between what must stay here and what can be expressed outside
- e. Respect the confidentially – when necessary – what is said in confidence, stays in confidence.

4. Acknowledge and celebrate the work of all of the Executive Committee members and Staff

- a. Remember to praise publicly and provide constructive criticism and other critique privately. (i.e., the public should see the acknowledgements and the individuals see personal critique. In other words, no public shaming).