Community Agreements  
  
Listen respectfully, without interrupting

Listen actively and with an ear to understanding others' views

Be Curious & Mindful

Respect each other’s opinions even, especially if you don't agree with them

Be visible and stay engaged

Have authentic conversations

Critique ideas, not people

Consider your own identities and make no assumptions

Do not ask individuals to speak for their (perceived) social group

Respect the expertise of lived experience

Call people in and not out

No one knows everything

There is no ranking, hierarchy, and titles in this group

Make sure everyone can contribute and speak

Be conscious of time- help stick to it or negotiate for more

Respect confidentiality-some things shouldn't be repeated outside of this meeting

Know that dismantling systems of oppression benefit everyone

Everyone has a choice in any situation

Be self-reflect and equity-minded

Don't be complicit to racism, discrimination, and microaggressions (say something)

Be an ally for marginalized communities by showing action

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