

Community Agreements

- **Be curious, open, and respectful** – seek to learn about others and their perspectives
- **Lean into discomfort** – it's how we grow
- **Every voice is important** – take space, make space
- **We take care of ourselves** – stretch, eat, drink, use restroom, rest, etc.
- **Confidentiality** – stories stay, lessons go
- **One mic** – one voice at a time
- **Take space/make space** – if you are usually quiet, challenge yourself to speak up, and if you share often, please be mindful of leaving room for quieter voices
- **Avoid jargon, acronyms, and industry language** – use inclusive language that is accessible for all
- **Expecting it to get messy and staying flexible** – learning and growing can be uncomfortable
- **Speak from your own experience** – Use “I” statements rather than generalizations
- **Challenge assumptions** – learn from each other and respect our differences
- **Be conscious of intent vs. impact** – no matter your intention, you're responsible for your impact
- **Make room for multiple perspectives at once** – think beyond binaries