

NMAPDX

COMMUNITY AGREEMENTS

Address Ideas, Not People

Everyone is entitled to their own truth, challenge the idea not the person behind them.

Uphold Confidentiality

Lessons may be taken, but stories stay in this space.

Move at the Speed of Trust

Growing trust takes time and practice. Be mindful of everyone's varying lived experiences.

Create Boundaries

Address your needs as they come up in order to return to this space fully and authentically.

Stay Engaged

Be on time and participate fully to the extent possible.

Call Each Other In as We Call Each Other Out

Give and received feedback respectfully. We are all here to learn and grow.

Create a Space for Multiple Truths

We all have varying lived experiences. Celebrate and embrace those differing perspectives.

Assume Best Intentions

Operate from a place of good intention in all interactions.

Recognize That Intent is Different From Impact

Acknowledge that the impact of your actions might not always match the intent. Be accountable of your words and actions.

Step Up and Step Back

Regardless of background we all have something to contribute. Be mindful of taking up too much or too little space.

Share Gratitude for Feedback

Giving feedback involves risk and time. Thank those for offering a learning opportunity and recognize there may be more work to do.

Notice Power Dynamics

Be aware and acknowledge how your unconscious power and privilege may be present in each conversation.

Center Learning and Growth

Lean into the discomfort and accept that progress takes time.

References: resource media's community agreements

