

## Group Agreements

1. Show up to show up. Be present. Be engaged.
  - a. Do what you need to do to be present.
  - b. Respect confidentiality.
  - c. Step up/ step back.
2. Listen
  - a. Listen for understanding and not response.
  - b. Allow for silence. Allow for space.
3. Speak YOUR truth
  - a. Commit to first-person personal using "I" statements.
  - b. Commit to openness; open to make mistakes, apologies, and changing what I think/know.
  - c. Create space for multiple truths and norms.
4. Acknowledge who/where you are
  - a. Acknowledgement of fear, bias, power, and privileges.
  - b. Notice power dynamics in the room.
5. Lean into uncomfortability
  - a. Get comfortable with being uncomfortable.
  - b. Be kind, be brave.
  - c. Look for learning. Learn from differences.
  - d. Be open to feedback.
6. We make this space together
  - a. It will not be a perfect space, but we will make it together.
  - b. Put relationships first.
  - c. Keep focused on our common goal.
  - d. Earned trust. Trust with boundaries.

### Guiding Questions:

- What does step up/ step back mean? What does it look like to you?
- How do we incorporate our individual humanity into these agreements?
- What may multiple truths and norms look like?
- How do we communicate through conflict?
- What more can we do beyond acknowledging power dynamics in the room?
- What are constructive ways to give feedback? (there will be a future foundational training on this)
- What do we all see as our common goal?
- What other questions came up for you? How do we build a shared understanding around this shared language?

Here are some reflections from the Mission, Vision, and Values workgroup. We took time to dive deeper into these group agreements and create more questions to break down and recreate shared understanding.

Note that our Agency agreements are as follows (I don't think these are the fully updated ones):

1. Show up to show up. Be present. Be engaged
  - a. Do what you need to do to be present.
  - b. Respect confidentiality
  - c. Step up/ step back
  
2. Listen
  - a. Listen for understanding and not response.
  - b. Allow for silence. Allow for space.
  - c. Allow for humanity - including emotions!
  
3. Speak YOUR truth
  - a. Commit to first-person personal using "I" statements
  - b. Commit to openness; open to make mistakes, apologies, and changing what I think/know.
  - c. Create space for multiple truths and norms.
  
4. Acknowledge who/where you are
  - a. Acknowledgement of fear, bias, power, and privileges
  - b. Notice power dynamics in the room:
    - Call Out Power Dynamics: We've heard from others, what about those who have not yet spoken?
    - Holding your peers accountable: If you have the power to equalize a space, you are taking responsibility to equalize that space.
      - What does an equalized space look like?
        - Sounds like the wisdom in the room is acknowledged and valued.
        - The ability to build on the knowledge in the room, expand/build bridges across communicators
        - everyone having equal amount of time to think/feel/respond
        - Looks like people feeling comfortable
      - Tools and Tips to Bring Voice in:
        - Breakout Rooms (With Purpose)
        - Google Docs (with Track Changes)
        - Miro (Great Collaboration Tool)
    - Being Open to Unseen/Unknown Power Dynamics
  
5. Lean into uncomfortability
  - a. Get comfortable with being uncomfortable
  - b. Be kind, be brave
  - c. Look for learning. Learn from difference.
  - d. Open to feedback.
  
6. We make this space together

- a. It will not be a perfect space, but we will make it together.
  - Calling out the harm - specific, why, etc. (unpacking in a healing, productive centered way\_
  - Hitting Pause, to Pivot & Close (if that is what a person once)
  - Create Opportunity to Collaborate
  - No Timeline of Expectations > When things need to be surfaced, no timeline for when to have those conversations > Give people time to reflect, engage
  - As we continue to get more acquainted - leaning into
- b. Put relationships first
- c. Keep focused on our common goal
- d. Earned trust. Trust with boundaries.