

Community *Agreements*

Agenda Item 5: Recommendation to adopt Community Agreements for Commission meetings

What are Community Agreements?

- Agreements shape expectations for a meeting by establishing how a group or team will interact with one another in their shared space
- Agreements establish boundaries, acknowledge group power dynamics, and foster self-awareness to disrupt inequities and ensure all participants can fully engage in the discussion or activity

Equity & Human Relations Commission's Agreements

Agreement	Practice
Be present and share the air	We encourage full participation from everyone through active listening, making room for others, and limiting distractions when we're working together.
Use "I" statements	We speak from our own experiences rather than generalizations.
Assume best intent but attend to impact	We give each other the benefit of doubt and are accountable for our words.
Embrace your position as a learner and leader	We each have something to offer, which means we can learn from others in this space.
Acknowledge the intersections	Our background and biases uniquely shape our experiences and understanding; therefore, we all benefit and are harmed by systems of oppression. The truths that we speak are valid, and they are ours alone.

Equity & Human Relations Commission's Agreements

Agreement	Practice
Expect and accept non-closure	We engage in courageous conversations and acknowledge that the challenges we address may not be resolved right away.
Center those most impacted	Equity means 'all,' and to achieve a this we center those most impacted by the issues we address.
Confronting social injustice is painful and joyful	We acknowledge the spectrum of feelings everyone will experience as we engage in transformational work.
W.A.I.T. – Why Am I Talking?	We want everyone to feel comfortable contributing and sharing ideas. If you notice you have commented several times while others haven't, maybe pause a bit longer to give others a chance to respond. We also ask for all your comments to be on topic and relevant to our presenter's discussion.

Examples of Agreements

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- Center women and girls.
- One mic, one voice (at a time).
- Respect the opinions of others.
- Take the lessons, leave the stories.
- Challenge the idea, not the person.
- Acknowledge judgments and assumptions (including our own).
- Trust intent.
- Together, we know a lot.

A Consensus-Driven Process

The intent is to create a productive space during public meetings that is supportive, respectful, ethical, safe, welcoming, and inclusive, where all members have an opportunity to be heard

CREATE A FRAMEWORK

Identify a framework for how commissioners aspire to work together

DISRUPT INEQUITIES

Foster self-awareness within the CWG

CREATE A SAFE SPACE

Ensure every commissioner and meeting participant feels safe, supported, and included in an open and engaging environment