

Draft Community Agreements: Long Beach Commission for Women & Girls

Center women and girls: In all Commission work and meetings, center the needs and lived experiences of women and girls in our community.

One microphone: One person speaks at a time. Refrain from interjecting, disrupting, or having side conversations when someone else is speaking.

All voices matter: Everyone has something to contribute. One person does not know everything, but together, individual knowledge coalesces into group expertise.

Use “I” statements: We speak from our own experiences, not generalizations. Do not assume others’ share your experiences.

W.A.I.T. – “Why Am I Talking?”: Create space for all voices to be heard. Be considerate of time so that all may speak; if you are repeating yourself, commenting several times when others have not, or are going off-topic, consider waiting to speak again until others have been heard.

Trust intent, acknowledge impact: When someone shares something that challenges us in some way, trusting that person’s intent was not purposefully malicious encourages us to remain present in dialogue. Naming the impact that the words of others have on us allows us to be authentic in our emotions and reactions, while providing the opportunity to identify assumptions or power dynamics at play. Both trusting intent and naming impact together are vital in order to engage thoughtfully and critically with the idea at hand.

Challenge the idea, not the person: Critical dialogue means listening to, questioning, and critiquing ideas, rather than the person presenting them. This encourages everyone to share their ideas without fear of personal rebukes.

We exist in context: Our backgrounds uniquely shape our experiences, perspectives, and understanding.