

# COMMUNITY NORMS

**01**

*OUR PRIMARY COMMITMENT IS TO LEARN FROM EACH OTHER. WE WILL LISTEN TO EACH OTHER AND NOT TALK AT EACH OTHER. WE WELCOME DIFFERENCES AMONGST US IN BACKGROUNDS, SKILLS, INTERESTS, AND VALUES*

**02**

*ASSUME GOOD INTENTIONS, BUT RECOGNIZE IMPACT, AND EMERGENTLY RESPOND TO HARM*

**03**

*DEBATE IDEAS, NOT THE INDIVIDUAL SHARING THE IDEA OR PRACTICE*

**04**

*ENGAGE TENSION BUT DO SO WITH LOVING KINDNESS TO OTHERS AND TO SELF*

**05**

*STEP UP & STEP BACK. BE MINDFUL OF TAKING UP MUCH MORE SPACE THAN OTHERS. ON THE SAME NOTE, EMPOWER YOURSELF TO SPEAK UP WHEN OTHERS ARE DOMINATING THE CONVERSATION*

**06**

*RESPECT OTHERS' POINTS OF VIEW (EVEN WHEN YOU THINK AND BELIEVE DIFFERENTLY)*

**07**

*PRIORITIZE CONFIDENTIALITY. SHARE THE LESSON, HOLD THE IDENTITY/STORY (WHAT'S SAID HERE STAYS HERE). OBTAIN CONSENT*

**08**

*BE A CHARITABLE LISTENER. ASSUME ALL YOU ENGAGE WITH HAVE SOMETHING TO TEACH YOU*

**09**

*SPEAK OPENLY TO YOUR EXPERIENCES, VALUES, & PERSPECTIVES*