



## Webinar Community Agreements

Team agreements help members work together in a way that honor each other and when inevitable challenges emerge, helps us to return to a sense of an aligned purpose.

**Recognize:** We recognize that we must strive to overcome historical and divisive biases, such as racism and sexism, in our society.

**Acknowledge:** We acknowledge that we are all systematically taught misinformation about our own group(s) and about members of other groups. This is true for everyone, regardless of our group(s).

**No Blame:** We agree not to blame ourselves or others for the misinformation we have learned, but to accept responsibility for not repeating misinformation after we have learned otherwise.

**Respect:** We agree to listen respectfully to each other without interruptions. We acknowledge that we may be at different stages of learning on the content and discussion topics.

**Individual Experience:** We agree that no one should be required or expected to speak for their whole race or gender. We can't, even if we wanted to.

**Trust:** Everyone has come to the table to learn, grow, and share. We will trust that people are doing the best they can. We acknowledge once again that we may be at different stages of learning on the topic.

**Not Experts:** I am not an expert. I am here to help facilitate the process. I and everyone in the group are here to learn.

**Intent/Impact:** We may have the intent not to do harm, but some groups or individual may be impacted. And some groups may be impacted from us bringing up historical oppressions.

**Are there any other community agreements?**