EAAC Working Agreements

February 2023 - revised

1. Trust - Create inclusion and belonging by respecting each other, valuing each other's opinions; talking and listening openly without judgment, using pronouns. Do not speak for the group or another person; do not talk about someone outside of the group, or share confidential or personal information.

2. Don't make assumptions. Ask for clarification. Seek understanding and ask for clarity

3. Create a safe space, so that one can feel free to speak up, especially to call out something that offends them.

4. Lean in/lean out (check on yourself - are you talking a lot or a little? Share the airtime)

5. Be courageous: Speak your truth, be authentic, be honest. Go directly to a person if you have an issue or ask for help from John, Shomari or Pat.

6. Be accountable to the team and to your actions. Be responsible for your impact as well as your intent. Acknowledge harm and make efforts to repair.

7. Embrace a diversity of perspectives; use "yes, and" to build on ideas rather than "yes but"

8. Come prepared and be fully present in body, mind, and, spirit

9. Focus on goals and the future of the EAAC