



Community Agreements

Community Conversations 2025: Community Agreements

Community Conversations are designed to **foster meaningful dialogue, build understanding, and promote civic engagement**. These agreements are here to help us **keep it real, keep it respectful, and keep it meaningful**. Think of them as the rhythm that keeps our conversations flowing—making space for every voice, every experience, and every truth. If there are specific agreements that should be included in our list, please reach out to us. These are our starting agreements, but they're not set in stone. **Each group can co-create their own**. If you have agreements you think belong on this list, let us know.

Core Community Agreements

Listen Like You Mean It

Real listening isn't waiting for your turn to talk.

If you're already formulating your response before the person finishes speaking, pause. Take it in. **Listen to understand, not to react.**

Speak for Yourself

Your story is yours to tell—so tell it.

No "I have a friend who..." loopholes. Speak from **your** lived experience and leave room for others to do the same.

Respect Is the Baseline, Not the Goal

You don't have to agree, but you do have to be respectful.

We can hold multiple truths at once. If someone sees the world differently than you, **engage with curiosity, not combativeness.**

Growth Happens in Discomfort

If a conversation feels easy, we're probably not digging deep enough.

That said, **this is not a space for harm**. Push past discomfort, but not at the expense of care.

What's Said Here, Stays Here—What's Learned Here, Leaves Here

We want folks to feel safe sharing openly. **No calling people out beyond this space**. But if something shifts your perspective? Take that lesson with you.



Community Agreements

Intent Doesn't Erase Impact

You may mean well, but impact > intent. We all make mistakes. If something lands the wrong way, **listen, adjust, and keep it moving**. Defensiveness blocks growth.

Step Up, Step Back

If you always talk, practice listening. If you tend to hang back, challenge yourself to contribute. **We need all voices in the room.**

Words Shape Reality—Use Them Intentionally

Language is powerful. **Be mindful of the words you choose.** If you're not sure, ask. If you're corrected, take it as an invitation to learn, not an attack.

Assume Good Intent, But Stay Accountable

Give people grace, but also take responsibility when necessary. We're here to grow.

No Doom Spirals—Focus on What's Possible

We're here to talk about the **real stuff**, but also to imagine what's next. **Call out problems, but don't stop there—think about solutions, too.**

Co-Creating Agreements With Participants

Organizations and facilitators are encouraged to **co-create additional agreements** with participants at the start of each session that help foster a sense of shared responsibility and accountability. Here's how:

1. **Ask the Group:** "What agreements would help us create a space where everyone feels comfortable sharing?"
2. **Write Responses Down:** Capture agreements on a whiteboard, flip chart, or digital document that remains visible throughout the conversation.
3. **Confirm Consensus:** Ensure that all participants feel comfortable with the final list before moving forward.
4. **Revisit Agreements if Needed:** If challenges arise, facilitators can reference the agreements as a shared commitment made by the group.

Reminder: If any host organization or facilitator has specific agreements they would like to see added to our **core list**, we welcome feedback and collaboration!