

## HRC Group Norms/Shared Agreements (Feb-Mar 2023)

### ATMOSPHERE & RELATIONSHIPS

- Create a brave and safe space where everyone's input is welcome and valued.
- Establish trust and get to know each other in various ways, personally and professionally.
- Respect all perspectives:
  - Listen without judgment, even if you disagree.
  - Keep an open mind.
- Hold each other accountable with care and compassion.
  - Assume best intentions but recognize impact.
- Honor one another - challenge ideas and not the person.

### COMMUNICATION

- Speak from your own perspective rather than trying to speak for others.
  - For instance, "I feel ... in my experience."
  - Ask clarifying questions without fear.
  - Seek to understand and move the conversation forward.
- Respect confidentiality: Stories stay in, learning goes out.
- Equity of voice: Monitor your airtime and allow space for all to share.
- Be prepared to have uncomfortable conversations.
  - Be aware of body language.