

Community Agreements for Nonviolent Medicaid Army

All of our spaces function on the basis of shared Community Agreements. Community Agreements indicate our commonly-held and agreed-to values and help us be aware of behaviors that aren't helpful and that disorganize us, rather than building the unity of our class. They set expectations for the kind of organization we are and what we expect from each other as leaders.

Community Agreements represent a consensus of what every person in our group needs from each other and commits to each other in order to feel safe, supported, open, productive and trusting, so that we can do our best work together as a community. Community agreements aren't rules, they are an aspiration, or collective vision, for how we want to be in relationship with one another. They are explicitly developed and enforced by the group, not by an external authority. After all the agreements are compiled, each person should indicate their approval of them verbally or through thumbs up/down to ensure that everyone present will abide by the list. Community agreements are not effective if they are not agreed upon by the collective.

The Platinum Rule - Treat others the way THEY want to be treated, not just the way YOU want to be treated.

One Mic - Only one person should speak at a time.

Assume Positive Intent AND Take Care of Impact - Not everyone comes in with the same set of experiences and knowledge, so assume that people have good intent. Also be accountable for the impact of your actions and words as well.

Move up, move back - Be aware of how much you are speaking. If you feel you are speaking a lot, make space for others to speak, and if you find yourself not talking, try to contribute some comments, ideas or suggestions.

Respect Each Other's Time - Respect everyone's time and commitment. Please come back on time from breaks, and refrain from speaking in long monologues.

No One Knows Everything, Together We Know a Lot - This asks that we all practice being humble, and look for what we have to learn from each person in the room. It asks us to share what we know, as well as our questions, so that others may learn from us.

We are all responsible for the success of the space - Our events and meetings are not products that have been created for the consumption of the participants. We know that the struggle is a school and the school can be a struggle. In contrast to how we experience ruling class education as a product to be consumed, we believe that everyone has the ability to learn and to teach. While some people may be in coordination and facilitation roles for different areas of work, we expect everyone to take an active role in the success of the gathering.

Everyone is valuable - Supporting each other and creating the conditions for each person to engage and contribute as fully as possible is an essential step toward creating the organization

and building the power we need to change this system. We come from all different backgrounds and abilities, which is a strength!

Visual descriptions and pacing - When facilitating a slide presentation with images, please **describe** the image, and make a strong effort to speak slowly and clearly throughout.

Participants, please say something out loud or in the chat if you need a facilitator to speak louder or slow down. What one person needs, others also benefit from.

NVMA events are Drug & Alcohol Free or Substance-Free Spaces - As leaders in the NVMA, we strive to co-create politically clear organizational spaces that engage all of our minds, allow us to be fully present with each other, and deepen our collectivity and community. Many folks in our class are introduced to substances as part of the ruling class's strategy of using drugs to prevent and destroy organizations and movements of the laboring classes. Because of this strategy, a portion of the leadership of our class will be people in recovery. We respect the needs of members in recovery or who otherwise may not be able to be in the presence of drugs or alcohol. Therefore, leaders in the NVMA should not be intoxicated or using substances while participating in NVMA spaces, virtually over Zoom or in person.

*We define substances as drugs or alcohol that an individual may use recreationally or habitually as a method for dealing with the challenges of living in a society that doesn't value us/human life. During extended in-person gatherings and retreats, we leave substances at home. We do not get high or drink together on or off site or in our rooms. If you are at an in-person gathering and having a hard time and/or are challenged by interrupting a habitual practice, the Community Care Team is available to help you get through it together.