



**GCC Executive Committee
Community Standards and Expectations
2024-2025**

1. Respect

- We will be kind to one another and remember that we are in this together.
- We acknowledge and welcome the differences in our backgrounds, skills, interests, and values that our diverse committee brings to our roles.
- We will listen to each other and not talk at or over each other.
- We will assume that our colleagues are speaking, writing, or sharing with the best intentions.
- When we challenge or disagree with something that has been said, we will challenge the idea or the practice referred to, not the individual sharing this idea or practice.

2. Participation

- We will bring our full selves, be fully present, and stay engaged during meetings while also taking care of ourselves and our own wellbeing.
- We recognize that everyone has significant contributions to make and will engage in active listening and make space for everyone's voice to be heard.
- We will empower ourselves to speak up and share our experiences, thoughts, and feelings.

3. Learning and Growth

- We commit to approaching conversations with curiosity, not judgment.
- We will speak from our own experience and strive to understand, accept, and trust others' experiences.
- We will recognize our roles, any associated power or privilege, and consider the impacts on others.
- We will take responsibility for our impact and will hold ourselves accountable by being quick to sincerely apologize and open to learning when we do not understand.
- We will lean into discomfort, accept non-closure, and allow continued space and time to grow and reflect.

4. Accountability

- We will operate in alignment with GCC strategic priorities.
- We will honor our fiduciary responsibilities as Executive Committee Members.
- We aim to reflect GCC values in our planning and discussions.
- We will honor our commitments to GCC and to its members.
- We will provide context and information for review by fellow members in a timely fashion.
- We will document decisions for review by current and future Executive Committees.