

## Community Agreements

- **One mic** (one person talks at a time)
- **Move up, move up** (move up into a listening role, move up into a speaking role)
- **Assume positive intent** (If you disagree with someone)
- **Use “I” statements** (do not assume group consensus)
- **Oops / Ouch** (“oops” if you said something you didn’t mean, “ouch” if someone said something hurtful)
- **Try it on** (be willing to try out new ideas)
- **Chatham House Rules** (share what you learned, names & stories stay here)
- **Do no harm** (we are here to get work done)
- **Ask for what you need, offer what you can** (ask for help)
- **Talk to each other not about each other** (no gossip)
- **Dig deep and let go** (that’s where the growth happens!)
- **Listen to understand** (not just to respond)
- **Take breaks if and when you need to** (turn off your camera and mic)
- **Make commitments** (what are you going to do when you leave here)
- **Land the plane** (when you make your point, finish your statement)

Sources:

[Co-creating community agreements in meetings](https://drawingchange.com/co-creating-community-agreements-in-meetings/) :

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Anti-oppressive Facilitation For Democratic Process: [AORTA | Anti-Oppressive](https://aorta.coop/portfolio_page/anti-oppressive-facilitation/)

[Facilitation Guide](https://aorta.coop/portfolio_page/anti-oppressive-facilitation/): [https://aorta.coop/portfolio\\_page/anti-oppressive-facilitation/](https://aorta.coop/portfolio_page/anti-oppressive-facilitation/)