



Community Agreements for The Hub's Micro-Academy

The Hub's Micro-Academy is a facilitated, co-created and emergent blend of individual and group projects and studies, exploration and skill-building, in a small-group setting, with an emphasis on community building. The learning space functions and thrives on a spirit of collaboration and mutual respect, and these ethics are expected from every single participant, parent and learner alike. *This set of agreements is forever a work-in-progress, as we are defining and improving our culture together as necessary, but the core value shall always be respect.*

Our community agreements can be separated into 4 main tenets, all hinging on one common element: **Respect.**

They are:

Respect Yourself

Respect Others

Respect the Space

Respect the Things



Respect Yourself

First and foremost, we have to respect ourselves before we can focus on anything else. In order to hold space for the community and the others who inhabit it, we must first take care of ourselves so that we can fully show up, energetic and wanting to engage. We must be kind to ourselves before we can be kind to another. It is in this way that we can best serve our community; by staying true to ourselves.

Self Care

Every member of the community is encouraged to be proactive and vocal about their needs, and to take the time to make sure they are met when needed. There is no stigma or shame surrounding self-care within our communal space, and it is always safe to bring up. Our facilitators want to help and advocate for you during our time together!

Setting Boundaries

Members of the community are also encouraged to set healthy boundaries with one another to ensure that no one feels they are being mistreated. It is with this open and caring communication that we can support each other and ourselves on a daily basis.



Respect Others

The intention and respect we give ourselves is what allows us to do the same for others, and it is with this same intention and respect that all participants (facilitators included) are expected to interact with each other. This tenet is focused more on interactions between individuals; interactions between individuals and the community as a whole is covered in '**Respect the Space**'.

Respecting Boundaries

The other part of maintaining healthy boundaries is, of course, respecting the boundaries of others. Some examples of possible boundaries could include the use of certain language, discussion of upsetting topics, etc.

Consent and Confidentiality

The space that we are co-creating is special and sacred, and can only be created with trust. If a participant shares something of a personal nature that is meant only for the group, we do not share it with others unless we have explicit consent to do so (unless you believe that someone is in danger, in which case ask a trusted adult for advice on how to proceed).



Respect the Space

The space itself and the time that we spend together are things that must be respected as well. Our experiences together are co-created, and since we've all had a hand in deciding how we spend our meetings, we have to honor the rest of the community by fully showing up, being present and intentional.

The 'Me/We' Balance

Every single participant brings something beautiful and unique to the community, and our group meetings would not be the same if we lost even a single member. As stated before, taking care of ourselves is a top priority, but we always need to balance it with the needs of the group. This is not an easy task, and is something we all fail at at times, but we ask that everyone try regardless.



Respect the Stuff

Though this tenet may seem less relevant in a digital format, it is still integral to how we function as a whole. Instead of the stuff being physical, personal belongings, in this context we are looking at files, group projects and intellectual property. We must create and maintain a culture of respect for the work that others put in and the ideas that they present.

Digital Belongings and Projects

We do not delete or modify the projects and files of another participant without their express consent to do so. When working on group projects, we respect the work that others put in and expect them to do the same for us. Everyone is expected to contribute as much as they want, and will be held accountable for their own goals.