

## **NWTU Community Agreement (Draft Version)**

1. **Respect for everyone's voices**
  - a. When someone is talking we don't interrupt to try and make our own point
  - b. We share the space, making sure there is time for multiple voices and perspectives to be heard
  - c. We give facilitators permission to interrupt to help balance voices out in the room
2. **Speak Up / Listen Up** - People who spend a lot of time speaking agree to work on listening skills, and people who spend a lot of time listening agree to work on sharing their thoughts and ideas more
3. **Solidarity** - We focus on what unites us, rather than what separates us. Sexism, racism, homophobia, or any systems of oppression divide us and undermine our work.
4. **Challenge Ideas, Not People** - We focus on what people have said, rather than criticizing people themselves
5. **We help educate each other** - If someone doesn't know something, we can share knowledge. We don't assume everyone knows the same things we do.
6. **Take care of yourself** - If you need a break or to step out feel free at any time. If you need a break to keep this work sustainable that is OK.
7. **Take care of each other** - If you need support and feel comfortable, we ask each other for help, and we are committed to supporting each other.