

# GROUP AGREEMENT

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## **Online Engagement**

If you are not speaking or presenting, please keep your lines muted. (Be mindful of volume and background noise if online or on the phone).

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## **Move Up/Move Back**

We want to make sure that everyone has an opportunity to speak and voice opinions respectfully. **Move back:** If you are participating too much, move back and allow others to participate. **Move Up:** If you notice that you are not participating actively, move up and participate in an intentional way.

3

## **One Mic/Active Listening**

Only one person speaks at a time. We invite you to be fully present and attentive to what is being said. Additionally, please speak clearly into the microphone

4

## **Reduce Harm**

Be mindful of how you interact with all participants. Everyone has different communication styles and processing abilities. Respect each other's needs and boundaries, and be culturally competent in doing so.

5

## **Permission to be You**

It is okay to feel sad, exhausted, frustrated, etc. You are not required to be "on" at all times.

6

## **Respect Pronouns**

If someone introduces themselves and discloses their pronouns, please respect them. Don't feel pressured to disclose your pronouns if you don't want to.

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## **Maintain Confidentiality**

Don't disclose anything that you would like to be kept confidential. The meeting audio will be recorded.