

GROUP AGREEMENT

1

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).

2

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/towards 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.

7

Maintain Confidentiality

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