

# Relational Community Agreements for the DVSAC

**What is a community agreement?** A consensus on what every person in our group needs from each other and commits to each other in order to feel safe, supported, open, productive and trusting... so that we can do our best work, achieve our common vision, and serve our community well.

**Agreements** are an aspiration, or collective vision, for how we want to be in relationship with one another. They are explicitly developed and enforced by the group, not by an external authority, and as such must represent a consensus.

- Be present
- Center transparency
- Share gratitude for feedback
- Seek to understand
- Notice defensiveness
- Assume best intentions
- Speak your truth
- Work through perceptions and barriers
- Self-awareness
- Collaboration
- Come to an agreement, resolve, or consensus before moving on
- Participate fully
- Actively listen
- Strength-based non-violence language
- Recognize intent is different from impact
- Be mindful of power Dynamics
- Lead with fun
- Solution-focused
- Be kind
- Depth without drowning