



Community Agreements November 2020

We Work to Be Inclusive

- We are flexible and understanding of each other and our competing priorities
- We value each other's role, expertise, and contributions to our team and recognize each other's successes
- We look to everyone to weigh in on decisions relevant to their work and focus areas; input and decisions should not be weighed solely by positional power

We Value Open Communication

- We make space for all to speak up, feel safe, and not be judged
- We recognize that tears are okay and do not need to stop the conversation
- We are open to disagreement because it is necessary to challenge ourselves; it is not a sign of disrespect
- We strive to develop our conflict resolution skills to effectively work through issues
- We understand that communication preferences can change daily
- We always have the right to "pass"
- We encourage approachability and open communication over assumptions and guesswork
- We practice mindful listening by being present and absorbing what is being said without necessarily trying to formulate a response
- We practice stepping in and stepping back, as needed

We Work Together in Solidarity

- We back each other up internally and with the Sierra Club and other partners
- We work together to define our organizational goals and processes and share them with the Sierra Club and other partners to reach a mutual understanding about what SCF's priorities are
- We build trust through collaboration, shared experience, respect, and honesty
- We spend time together to learn about one another

We Share A Commitment to Self-Transformation

- We take time for reflection individually and as a team to learn from our daily processes, special projects, and interactions with each other
- We take time for reflection on how our lives are impacted by institutional racism, systems of power, and society as a whole
- We critically examine how white supremacy culture in our organization is driven by funder expectations
- We give and value advice and feedback for self-improvement