

## **ICC Austin Spring 2018 Board of Directors' Community Agreements**

At the January 27<sup>th</sup>, 2018 retreat, the Board accepted these community agreements:

- 1) Be present. Sincerely and authentically engage.
- 2) Trust the process.
- 3) Value and honor what is shared. Maintain confidentiality when applicable.
- 4) Assume good/the best intentions.
- 5) Inquiry before judgement. Start with kindness and compassion.
- 6) Step up/step back. Create a space for everyone to have an opportunity to speak.
- 7) Don't play "oppression Olympics."
- 8) Use a social justice lens.

\* The FYI section of this packet also includes an explanation of Glenn E. Singleton's The Four Agreements of Courageous Conversations.