

The community agreements below are in place to create a space of belonging and a gracious environment. This will allow a collective to be built that values group accountability, clear, kind, and transparent communication, and growth (personal and professional). This is a working document that can be edited as the group wishes.

We will:

- Create and maintain a gracious space:
  - A space where we prize curiosity over judgment.
  - A space where we believe in second chances when accountability is taken, and actions/behaviors change.
- Commit to safe and respectful practices for ourselves and others:
  - We are mandated reporters, which means if anyone shares that they have a plan to harm someone in their care or have harmed someone in their care; a report will need to be filed.
  - We will not engage in language that is offensive or harmful.
  - If someone needs a break in a meeting, please take a break.
- Uphold commitments:
  - Follow all Salt Lake County and Youth Service policies.  
<https://www.saltlakecounty.gov/policies/countywide-policies/> (Access to policies provided upon employment).
  - Meaningfully engage in the Youth Action Board work.
- Take space and make space, both mentally and physically:
  - If a member notices they are sharing a lot, please allow space for others who may not have shared.
  - If a member notices that they haven't spoken, try to voice any ideas or suggestions that they may have.
    - Sharing your voice and perspective is part of meaningful engagement.
  - One voice at a time:
    - Do not speak over others.
- Be aware of intent versus impact:
  - *Intent* is what someone has in mind as a goal when they decide to perform an action.
  - *Impact* is the strong effect someone has on someone or something. Sometimes intentions are pure, but it has a different or negative impact than intended.
- Be clear and kind with all communication:
  - Transparency is key for a collective to ensure that everyone is moving in the same direction, everyone has all the information they need, and power is shared.
- Do not shy away from difficult conversations that can lead to growth:

- All members will use “I feel” statements to take responsibility for their feelings and ensure they are not creating a defensive environment.
- All members will challenge the idea and not the person. This means that members will proceed with curiosity, asking questions about the proposed idea until they and the other person/group can come to a compromise, or other agreed-upon conclusion.
- Prioritize learning and growth over perfectionism:
  - No one is perfect, and that will never be the expectation.
- Always value the collective over the individual:
  - We cannot change systems individually. Each member is needed and will be valued for their expertise.
- Share power:
  - There is more than enough power to go around. Members will not feel threatened by sharing power, because everyone needs power to achieve their potential.
- Remember that life is gray, and either/or thinking will not lead to systems change:
  - Multiple ideas and perspectives can all be true at the same time. When those are combined, the best ideas and actions come forward.

**Accountability:**

All members are asked to remember they are representatives of the Board (Salt Lake County) during Committee meetings, Board and CoC meetings, and beyond. All Board members, Committee chair(s), and Committee members are subject to removal if they do not follow the above agreements.

Printed Name	Signature	Date