

Greenfield's School Advisory Council Community Agreements

- **Avoid Assumptions:** Avoid assumptions about individuals and/or generalizations about social groups. Do not ask individuals to speak for their (perceived) social group.
- **Use “I” Language:** Understand that others will come to these discussions with different experiences from yours. When speaking about your own experiences, use “I” statements to clarify for whom you are speaking for—yourself.
- **Treat Others How They Ask to Be Treated:** Speak with care. If you learn that something you’ve said was experienced as disrespectful or marginalizing, listen carefully and try to understand that perspective. Learn how you can do better in the future.
- **Be Curious and Ask Respectfully:** Don’t interrupt, turn to technology, or engage in private conversations while others are speaking. Use attentive, courteous body language.
- **Listen Actively:** Listen actively and with an ear to understanding others’ views. (Don’t just think about what you are going to say while someone else is talking.)
- **Ideas, Not Individuals:** Speak to an individual’s ideas, not their entire person.
- **Encourage Learning:** Be open to changing your perspectives based on what you learn from others. Try to explore new ideas and possibilities. Think critically about the factors that have shaped your perspectives. Seriously consider points-of-view that differ from your current thinking.
- **Acknowledge and Apologize for Mistakes:** Understand that we are bound to make mistakes in this space, as anyone does when approaching complex tasks or learning new skills. Strive to see your mistakes and others’ as valuable elements of the learning process. If you make a mistake, just acknowledge it, apologize for it, and learn from it.
- **Make Space for Everyone to Speak:** Share responsibility for including all voices in the conversation. If you tend to have a lot to say, make sure you leave sufficient space to hear from others.

Source: These [agreements](#) are borrowed and adapted from Northwestern University’s ChBE Anti-Racism, Diversity, Equity, and Inclusion Committee