



washtenaw area

# council for children

*safe kids, sound community*

## **WACC Community Agreement**

*It takes a work village! This agreement is part of a paradigm shift. We know it will take time to transform this into our office culture.*

**We Respect One Another:** We honor the feelings, wishes, rights, and traditions of others. We show active attention to power dynamics between participants. We ask permission to interject, add a comment, or paraphrase. We know that everyone's time is precious.

**We Listen to Understand:** We are fully present to hear another person's perspective without internal or external interruptions. We always assume positive intent.

**We Take Responsibility:** We take ownership of our statements and their potential impact on others. We take the time to learn. We manage our defensiveness. This is not about blame but about helping each other grow.

**We Own Our Biases:** We are conscious of our own implicit biases, and we are open to overcoming them. We recognize that we all have partialities toward or against different things, people, or groups, and we work to understand those more fully.

**We are Courageous:** We are vulnerable. We are willing to share our culture, experiences, creativity, and perspectives. We are curious. It's okay to admit when we do not understand, and it's okay to ask for explanations. We recognize the need for continuous growth, and we commit to courageous, direct, and respectful communication, especially when navigating conflict.

**We Use "Both/And" Thinking:** We know that not all issues have a definite answer. We understand that contradictions exist. We know it's okay to view something from more than one perspective. We allow for ambiguity.

**We Keep Things Confidential:** We agree that what is said here stays here. We learn from one another, celebrate together, and work to overcome challenges as a team. Let the lessons we learn here leave here.

**We are Patient:** We meet people where they are, not where we want them to be.