

## COMMUNITY AGREEMENTS



**Brew House Association (BHA) seeks a community and culture that is respectful, affirming, open, curious, and kind.** We want every member of the BHA community to be able to focus their full attention on their role and work as a part of our community. Accordingly, all BHA community members, as well as guests and visitors, are expected to show respect and courtesy to each other in all interactions, whether at BHA, interacting online, or in other contexts. Community Agreements help us to collectively work through conflicts if and when they arise. Using these practices and tools we can challenge ourselves and each other while still recognizing we're all coming from different places of knowing and transforming.

We approach the following Community Agreements with these assumptions in mind:

1. We are all here because we want and choose to be here.
2. Systems of oppression affect all of us. We aim to recognize and learn about the ways that all systems of oppression are interconnected.
3. We all benefit from working to dismantle systems of oppression, and to build more just and equitable alternatives.

All Brew House Association program participants agree to the following principles:

1. Take responsibility for our own actions and hold ourselves accountable. We are each responsible for our impact, even if it is not intended.
2. Assume good intent from all parties. Remember that we all make mistakes, and approach mistakes as an opportunity to share and learn from each other.
3. Center care in our interactions with others and in representing our own needs.
4. Resist the "isms" — ableism, racism, sexism, ageism, homophobia, transphobia, classism, and other kinds of bias and prejudice. Regardless of our personal identities, make space to uphold all identities. Respect other's lived experience.
5. Be open to differences and feedback. Allow space for discomfort and non-closure.
6. No one knows everything — together we know a lot. It's okay when someone doesn't know something.
7. Be respectful in conversation.
  - o Speak from your own experience — use I statements as opposed to generalizations.
  - o Seek consent before offering advice.
  - o Don't share something shared with you in private.
8. Respect shared time.
  - o Refrain from using group time for monologues or discussing subjects outside of the set focus.
  - o Show up to meetings on time, or give notice if you will be running late.
9. Practice personal care and self-preservation. Mindfully show up and take care of yourself in whatever ways you deem necessary. Eat, drink, stretch, walk around, take breaks, use the restroom, etc. Articulate your needs to take care of your mental and physical health.

Agreed to by: \_\_\_\_\_ Date \_\_\_\_\_