



Community agreements

A community agreement is a set of ground rules that is often set collectively by the group in order to set up good standards and processes for a positive training event. The facilitator will create space for the group to discuss their personal needs as well as ideas they feel make groups work well together in order to get the best out of their workshop. Because so little time is assigned to this, be prepared to feed the group the core things and write them on the chart paper then ask for additions. Keep it moving.

Common things included in a community agreement are:

- Speak loudly and clearly
- Leave time for interpretation and meeting everyone's accessibility needs
- Listen to understand
- Participate fully
- Listen for deeper insights, understandings and questions
- Speak your truth
- Be courageous
- Stay on task
- Start and end on time
- Follow the agenda
- Manage your own contribution (speak up but also step back to allow for others to speak)
- Respect each other
- Disagree with ideas, not people
- Don't interrupt
- No side conversations
- Turn off technology while in session
- Be open to other's ideas

It helps to post the agreement to the side but where it is visible so people can remind themselves throughout the workshop.

(Created by Erin Hancock, Summer 2016 for NCHC)