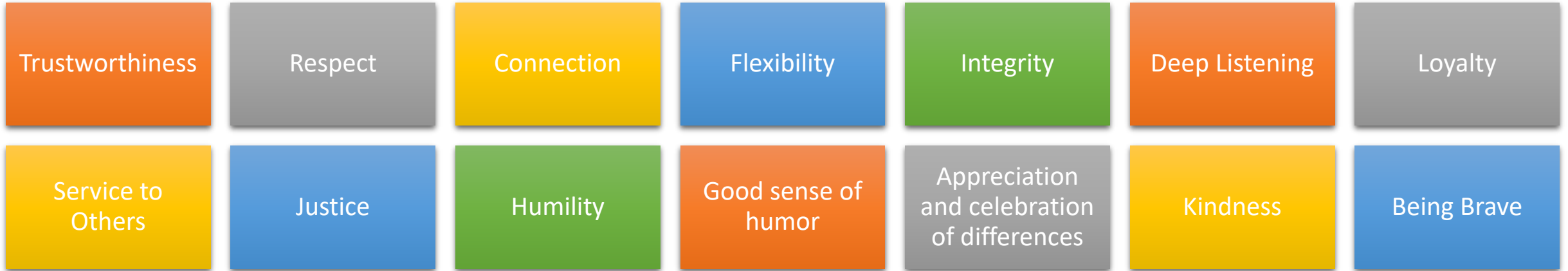


Shared Norms & Agreements



- We are willing to lean into hard conversations
- We seek and offer different pathways for participation, to ensure that everyone is being heard and taken into consideration in decision making, and that there is more transparency in communication
- We build a culture of belonging and teamwork – prioritizing relationships, and striving for inclusivity
- We are willing to be wrong – make mistakes and try again
- We create a culture of assuming the best of others – even when we may not be at our best
- We value all the different strengths that each team member brings
- We create a culture of growth and flexibility – looking for ways to do things differently

This is a living document – updated as we grow and learn together