# SOE Community Agreement

1. **Demonstrate Respect, Curiosity, and Intellectual Humility**
    a. Value the plurality of perspectives in our community; uphold and model practices of inclusion of multiple perspectives, collaboration, participation, and fairness.
        i. Be curious rather than critical of others' ideas.
        ii. Listen with empathy.
        iii. Listen to understand vs. listen to respond.
    b. Value ongoing growth and learning; take personal responsibility for learning about issues.
    c. Own your own intentions and impacts.
    d. Practice patience while others finish their thoughts/message before introducing yours.

2. **Center Relationship-building in Disagreements and Difficult Topics**
    a. Seek to understand other's ideas in a constructive manner.
    b. Assume good intentions.
    c. Be aware of impact, positionality, and power dynamics.
    d. Be willing to challenge others in a constructive manner. Be open to changing one's own stance.
    e. If there is a conflict with a single person, address the conflict with that person directly rather than in SOE meetings or inside conversations/outside of meetings, if possible (considering power dynamics).

3. **Be intentional with Participation**
    a. Use reflection and intention when opting for silence and participation. In other words, try to be self-aware and be willing to step up and step back in conversations.
    b. Be as emotionally and mentally present as possible in the meeting.

**Resources**

- https://www.canr.msu.edu/news/active_listening_is_a_leadership_skill
- https://www.tacoma.uw.edu/soe/raising-concerns-and-questions