

Leadership Board Shared Agreements

Draft: 11/17/2022

Agreements that were prioritized and refined during the 11/17 meeting:

- Have sensitivity and respect for each other's experiences.
- Agree to show up and engage. When meeting virtually, this includes having the camera on when possible and safe, while recognizing there are many valid reasons not to have cameras on.
- When making decisions, prioritize the best interests of the homelessness response system and people experiencing homelessness above the interests of the individual board member/organization.
- Commit to racial equity and justice in decision-making. Participate in training and create space and time for this practice.
- Function as peers instead of a hierarchy of persons with lived experience and others.
- Be constructive, not obstructive; try to offer solutions along with barriers.
- One voice at a time, no interruptions.
- Give people the chance to speak once before you speak twice.
- Share and review the materials in the packet in advance of meetings.
- Prioritize action items near top of agenda to help with time management in meetings.
- Give people the opportunity to process, ask questions, and understand before voting.
- If we stray from these agreements, we agree to pause, breathe, and reset.

Other possible agreements that could be added/refined (these were agreements that received 2 or fewer votes when LB members prioritized the agreements on 11/17):

- Be willing to ask for clarity when needed.
- Time to get questions asked.
- Explain acronyms and lingo. Don't assume everyone knows.
- Have a listening ear.
- Courage over comfort.
- Fear should not be a part of change.
- When conflicts arise naming them as "impact moments."
- Use inclusive language. Avoid "othering."
- Focus on your own story and experience.
- Provide a method of gathering real time feedback after LB meetings.