



## Working Agreements for CS<sup>2</sup> Network Meetings

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As an emerging Community of Practice, we agree to:

- Participate as peers (be informed by the position we hold and open ourselves to one another as peers).
- Listen respectfully; speak openly and honestly. Use “I” statements.
- Before speaking, listen for the punctuation of the speaker before you.
- Manage your airtime.
- Be willing to take a risk; experience discomfort.
- Assume good intent, and be mindful of intent versus impact.
- Encourage and surface different points of view. Be willing to “try on” different points of view.
- Practice “both/and” thinking.
- Honor time (start and end times, return from breaks, etc.).
- Maintain confidentiality.
- Share responsibility for the success of our gatherings.
- Use technology only if it is to serve the gathering (set phone on vibrate and leave room for emergency talks) and refrain from text messaging during meetings.
- Be mindful of the quantity of paper used and its ecological impact.