



Community Agreements

At Portland Audubon, we seek to create a culture that is inclusive, equitable, diverse, open, respectful, and engaged. Our community agreements are shared expectations that guide our work to build community and ensure that we stay in relationship with one another.

- **Stay engaged.**
- **Share your truth responsibly. Examine your intent, and be accountable for your impact.**
- **Listen to understand.**
- **Be open to doing things differently and experiencing discomfort.**
- **Respect confidentiality. Share the learning, leave the stories.**
- **Expect and accept non-closure, without complacency.**
- **Be courageous. Know when to make space and when to take space.**
- **Share and shift power and privilege.**
- **Be compassionate. Treat each other with dignity.**
- **Accept feedback openly and ask clarifying questions.**

[Agreements background document](#): This document is intended to help provide more depth, context, background and clarity on what each of the agreements means.

Collaboratively developed and recommended by the Equity Team, July 2019, Staff review September 2019, Adopted by E-Team on November 2019, adjusted May 2020.