

## **Richmond Neighborhood Association Safe Space & Good Faith Agreement**

The RNA Board recognizes that creating a safe space for all Board members to participate is an important value for our community. The RNA Board also recognizes that a hostile, bullying and negative environment diminishes women's participation in civic institutions. Therefore, it is each RNA Board member's responsibility to create an atmosphere of respect, trust and collegiality, and should be a condition of Board service.

\_\_\_\_\_ (1) Create a safe space for everyone, including women and all others who are under-represented, to fully participate on the RNA Board. Foster an atmosphere of collegiality and respect. Recognize that an atmosphere of conflict, negativity, bullying and hostility tends to diminish women's voices and participation.

\_\_\_\_\_ (2) Treat all board members with dignity, respect and compassion. Assume good intentions of others and listen to understand. Recognize and welcome diverse perspectives without negative judgments.

\_\_\_\_\_ (3) Strive for collaboration. Work to build trust with Board members and use interpersonal skills to resolve issues in an amicable manner. Recognize that all forms of intimidation, including threats, accusations, and attempted power manipulations, diminish women's participation and are harmful to both the community and Board effectiveness.

\_\_\_\_\_ (4) Become an ally to the women on the Board (and all women). When you witness a woman being attacked, threatened, bullied, shut down, or dismissed, intervene to call out the situation and interrupt it.

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_