



WFAN CONFERENCE COMMUNITY AGREEMENTS

(Adapted from the AORTA Collective)

We invite you to use the following community agreements while in WFAN workshops, affinity rooms and other conference spaces. We feel these are especially helpful in conversations about systemic power dynamics (race, class, gender, etc.) and we hope they will help guide active, open and caring communication during the conference.

One person, one mic

One person speaks at a time. (If you are facilitating or moderating a conversation you can ask people to leave a few moments in between speakers for those who need more time to process words or are less comfortable interjecting in a conversation.)

No one knows everything; together we know a lot

In any conversation we know that each person is coming to the conversation with different levels of lived experience and embodied expertise. Each person has something to contribute. This agreement asks that we all practice being humble, and look for what we have to learn from each person in the room. It asks us to share what we know, as well as our questions, so that others may learn from us.

Move up, move up

If you tend not to speak a lot, please move up into a role of speaking more. If you tend to speak a lot, please move up into a role of listening more. The “up/up” confirms that in both experiences, growth is happening. Choosing to learn how to listen moves both you and the group up.

We can't be articulate all the time

Often people feel hesitant to participate in a workshop or meeting for fear of “messaging up” or stumbling over their words. We want everyone to feel comfortable participating, even if you don't feel you have the perfect words to express your thoughts.

Center a culture of care

Lift each other up! Take time to credit thought leaders for their contributions and acknowledge when the ideas you are sharing originate from a fellow leader. We are also all struggling through challenging times - be gentle with each other.

Be in active inquiry

Be in active inquiry about how your personal identities and positions within hierarchies of privilege impact and influence collective space.