



Community Agreements

NOFA-VT Winter Conference 2024

We invite you to join us in holding a mindful and supportive experience for all attendees!



Be respectful. It's a fraught time that we are living in. Let's hold each other with care. Respect the identities, backgrounds, and boundaries of others. Be open to different perspectives. Do not discuss what people share in confidence. Listen to communicated needs.

Create welcoming space. Introduce yourself to others throughout the day. Consider greeting people you don't know. If you are having a group conversation, keep the circle open so others feel invited to join. Welcome new folks into the NOFA-VT community.

Engage. Bring your enthusiasm and questions! Participate respectfully and minimize distractions.

Speak from your own experience. Use "I" statements rather than generalizations. Be concise and honor what people share. One voice at a time. Make room for everyone to speak.

We are all students. This event is about learning, sharing, and listening. Be open-minded and approach topics with curiosity. No questions are "stupid" and differing views are welcome. We avoid sharing disrespectful views.

Avoid jargon. We all come from different backgrounds and have diverse knowledge. Be inclusive with language by explaining meanings of terms, acronyms, or industry words.

Be aware of impact and intent. Acknowledge the impact of your actions, regardless of intent. When someone acts harmfully, call them "in," not out, by inviting awareness and accountability instead of public shame. We are all learning, so be open if you are called in to listen and adjust your actions.

Take care of yourself. Step outside for fresh air, stretch, and enjoy beverages and snacks. Wander into lounges and private corners. Exit conversations or stay and linger. Consider what you need to enjoy the day!

