

Community Agreements for Signal Fire's Board of Directors Summer 2022

These community agreements were collaboratively made by Signal Fire board and staff members. This is a working document meant to consider our group dynamics and ways we can work together consciously and kindly as embodied learners and on Zoom.

- We accept & interrogate any discomfort with compassion.

When we don't agree with something said, or something doesn't feel right, we ask ourselves: why am I uncomfortable about this conversation, topic, etc? Before speaking to this discomfort in the group, we ask ourselves: is this information received for me or for everyone?

- We share leadership.

Interdependence promotes a sense of shared responsibility and sensitivity to others' positions, which in turn promotes safety to share honestly and to learn.

- We work at our own best capacity.

We attempt in good faith to follow the road maps and agendas that we create for each other while also acknowledging and re-routing when we have missed an important step.

- Conflict will arise and we will work through it together honoring our bodies' needs.

Certain kinds of conflict are welcome and necessary for growth and insight; gracefully navigating conflict is a measure of an organization's strength. We will help each other address and heal from conflict. When approached in conflict, we embrace taking responsibility for it. Collectively, we hold space and time for understanding intent and amending impact.

- We speak from our own experiences and our own subject positions (race, gender, class, privilege), rather than make generalizations. We embody intersections and practice not assuming the primary identities of others. We consider our identities and our access points to privilege when we interact with the group.

- We seek perspective on our ideas.

We prioritize bringing other perspectives to the conversation, especially those that are not yet represented. We acknowledge that expertise can be shared in various ways and can take many forms.

- We take care of each other through awareness of space taken and space made.

We lean towards an awareness of balance between speaking & listening. Not just quiet/loud voices, but also race/gender/class balances. We can always help each other carry the load by sharing labor, responsibility, and roles during and in between meetings. The facilitator can guide us to pause and take a breath.

- We take care of our bodies.

We encourage all to stretch, eat, drink, use restrooms, and rest as they need to during meeting times.

-Bio Break: we take a 5-10 minute break during which nobody is obligated to do anything!

-Hall Pass: anyone can excuse themselves at any time to go to the bathroom, get a drink, etc!

- We invite seriousness and humor.