VERMONT
AGENCY OF NATURAL RESOURCES

# Community Agreements

## Environmental Justice Advisory Council and Interagency Environmental Justice Committee

These are the five proposed community agreements for the Environmental Justice Advisory Council and the Interagency Environmental Justice Committee. Community agreements are a collective vision for how a group of people want to be in relationship with one another.

The first three community agreements were presented at the first joint meeting on March 10, 2023. The fourth community agreement was suggested by Britaney Watson. The fifth community agreement was developed based on feedback from Amy Redman.

## Relational Community Agreements

1. **Be present with yourself and one another.** Be present with your body and feelings; if you need to take a break to take care of yourself, please do. Be present for one another by listening deeply.

2. **Calling in and calling out.** Assume best intent but attend to impact. We can stop things that are being said that are hurtful and be curious and create a space for learning (tools include using "oops"/"ouch" to indicate a pause is needed).

3. **Expect and accept non-closure.** We are unlikely to leave here feeling 100% ready to go, or to have everything on our agenda wrapped up, especially if we are committed to moving at the speed of trust.

4. **Center respect.** Be respectful, intentional, and work to build trust and create a safe and inviting space.

5. **Share verbal (and other) space mindfully:** consider the balance of taking and making space ("move up, move back"). Tools to do this include the acronym W.A.I.T ("why am I talking?") and vocalizing support for another person's comment without repeating the same points that have already been made.