

# SHARED AGREEMENTS

*for how we interact*

Putting equity at the center is one of Ecotrust's core values. We are committed to examining the roles of race and class in defining opportunities and dismantling systems of oppression. In every interaction, we have the opportunity to act on these commitments.

These shared agreements were created by Ecotrust staff in 2019. By adopting and practicing these agreements, we strive to bring each other into shared leadership, demonstrate collaboration, and build trust. Together, we know more and can achieve more.

As we work to center equity and dismantle longstanding power structures that uphold white supremacy culture, we will inevitably face conflict, frustration, and disappointment. However, our resolve to transform our world and our organization is stronger than any stumble. We are committed to these shared agreements as one important step for turning our resolve into reality.

## 1 Speak your own truth

*Acknowledge multiple truths exist, considering we all bring with us our intersectional identities and experiences which influence our truths.*

*Seek to build trust through words and actions.*

*Be accountable and recognize that when we do harm, we have a responsibility to co-create a healing / repair process led by the individual (or community) harmed and their support networks.*

*Welcome and be welcoming to create brave spaces for learning.*

*Practice direct, open, and honest communication; avoid acronyms or idioms, which can bear different meanings to different people.*

## 2 Lean into the discomfort

*Be vulnerable; share your truth and your needs.*

*Reflect on and disclose the origins of your world view while remaining aware of how your words may trigger others.*

*Work to recognize your discomfort and question why you are uncomfortable.*

*Be present as fully possible.*

## 3 Prioritize impact but recognize intent

*Consider the downstream impact of your action despite how positive your intent.*

*Inquire about impact resulting from action and inaction.*

*Recognize how your level of presence (misinterpreting, misremembering, not being responsive in a timely manner, not including cognizant voices, etc.) may be perceived as complacency or malintent.*

## 4 Practice humility

*Make failure part of the growth process; commit to resilience.*

*Learn to respond to others with honest, open questions.*

*Be okay with being wrong or under-informed; it creates opportunity for growth.*

*Change your mind in light of new information.*

*Leave spaces and silence for others to share ideas.*

*Why am I talking? Why am I not talking?*

## 5 Respect cultural knowledge and lived expertise

*Welcome different perspectives.*

*Defer to those who are members of said culture.*

*Speak your truth in ways that respect other people's truth*

*Value expertise regardless of position in the hierarchy.*

## 6 Turn obstacles into opportunities

*Instead of opposing a weak idea, come up with a better one.*

*Choose solutions, not sides.*

*Exchange ideas with others for greater insights and more inclusive and creative solutions.*

*Grow from conflict; don't avoid it.*

*Immediately address agressions (intentional or not) by calling a "time out"*

*When the going gets rough, turn to wonder; set aside judgement and listen to others - and to yourself - more deeply.*