

## Conservation Community Delegation

### **Group Working Agreements**

As developed in a retreat on March 26, 2021

These working agreements, also known as group norms or group agreements, express how we will work together in our projects and our meetings. These agreements should be revisited regularly and agreed to by all members of the Delegation.

#### **Group agreements:**

- Confidentiality
- Showing up - both physically for the meetings as well as mentally as much as possible.
- Provide direct feedback/commit to holding each other accountable
- Lean into the hard conversations
- Keep showing up - long term relationship building is key
- Commitment to each other to work through the hard stuff
- Transparency to communicate conflict or issues
- Recognize potential for future inclusion of new Delegation members, welcoming and inclusion into this group
- Commitment of sending organization to the Delegation
- Allow time for needed issues and conversations that arise beyond/outside the agenda
- Commitment to gather at least once together in person outside each year