**Environmental Justice Offsets Working Group - Community Agreement**

Created: August 28, 2024

To create a welcoming and productive environment, the Environmental Justice Offsets working group along with Ecology staff created this community agreement with ways we will engage and communicate with one another throughout the process. We will revisit this agreement briefly at the beginning of each meeting and it will act as a living document that can evolve as needed.

As working group members and Ecology staff, we…

Agree to:

* Respect one another’s voices and experiences
* Respect the time of the group and facilitators to allow schedule agenda items to be addressed in the allotted time
* Actively listen and allow someone to finish speaking before we begin to formulate our response
* “Sit in a circle” rather than imagining hierarchies in these sessions
* Challenge the idea and not the person, focus on solutions
* Raise our (virtual) hands to speak
* Plain talk complex topics, avoiding jargon and acronyms
* Be transparent about desired outcomes, relevant affiliations, and Ecology policies

Challenge ourselves to:

* Be open to alternative viewpoints and to changing our minds
* Think of impacts outside of our own communities
* Consider the practical application of good policies/theories
  + What looks good on paper compared to how it is put into practice
* Think outside the proverbial box
* Let others know when our mind has changed
* Ask for help and admit when we do not know
* Silence the “Yes, but…” thoughts
* Learn something new each session

If a working group member feels another member is not observing the community agreement, they can reach out to the group’s facilitator, Meg Baker. The facilitator will work with the group members to resolve the situation. If working group members do not feel the facilitator is observing the community agreement, members can reach out to the facilitator’s supervisor, Joshua Grice.