



## **Kimberley Cranbrook Food Network Community Agreements**

### **What are Community Agreements?**

Shared agreements between participants of the Kimberley Cranbrook Food Network (KCFN) about how we want to work together throughout our time together. The goal is to create an open and inclusive space so that every individual and organization can flourish.

### **Guiding Principles**

#### **Curiosity and assume positive intent**

Learning together can be rewarding and hard. There will be many opportunities for people to share their experiences and views that may be different from our own. Coming from a place of curiosity gives space for the person who is speaking to explain more about where they are coming from and unpack their ideas in a safe space. Trying not to assume someone's intent will allow all of us room to explore and to be open to our vulnerabilities in a non-judgmental environment.

#### **Safe space**

Part of the KCFN will be people sharing their experience, which means they may give information about a client or workplace dynamic. For all of us to be able to bring our most authentic selves, we need to create confidentiality within the group. Stories shared in this space are held with care and respect. While we keep the stories in the space, the learnings and insights can/should be shared.

#### **Be brave**

Hopefully, the depth of the topics we discuss, and trust we build, will stretch the limits of our humility, ideologies, and beliefs. We respect the unknown and believe the strength of the KCFN comes from building on each other's unique experiences and knowledge. It takes bravery to voice dissent. Conflicting and contrasting opinions, stated with respect, are welcomed.

### **Mutual aid and generosity**

Changing systems and supporting people is not easy work. Scarcity and competitiveness can occur in non-profit and charity work with limited resources and high burnout. A goal of coming together is to overcome this scarcity mentality and try to work from a place of abundance and transparency. The KCFN can offer a way of collaborating and sharing information to overcome challenges together.

### **Take care of yourself**

You know your own physical and mental health best. As necessary, take breaks, have water, eat food, and stretch. Do what you need to do during these meetings, and in your personal time, to arrive authentically present. Remember, your well-being is key to your productivity!

### **Make space, take space**

We all have diverse ways of contributing to conversations. Some of us are extroverted and love to provide ideas and input. Some of us like to take our time before we talk. Some of us do not like talking, but like to contribute in other ways (ie. parking lot conversations, one-on-ones, later in a reflective email, and in the chat box); we welcome many ways for you to contribute to the conversation. Part of your role is to respect the diverse ways that people take up space. If you are always the first to speak, try letting someone else go first. If you are quiet, occasionally push yourself to speak up.

### **Power dynamics**

We acknowledge that power and privilege are part of everyday life, and this looks different for each person. Power and privilege intersect with race, gender, class, ability, income, and many other aspects of our lives and upbringing. We aim to create a space to collectively reflect on our own power and privilege and try to understand how it impacts the way we show up. Together, we hold each other accountable to use our privilege for the good in the work that we do.

### **Work with purpose**

These community agreements are set to allow us to bring our best selves to this shared space and will allow us to work with purpose. For all of us to get the most out of our time together, each participant has a role in keeping our conversation focused on our core purpose and making the most out of our meetings. This means we may occasionally redirect or pause conversations for later dates so we can keep on track.

### **Disengagement**

Collectively, we don't condone or tolerate disrespectful behaviour or language. Should inappropriate behaviour continue on an ongoing basis, an individual or organization may be asked to disengage with the KCFN.