

## Purpose

To clearly outline how we communicate with each in all aspects of our shared environment.

## Overall Agreement

I agree to participate in the development of an internal communication culture that is open effective, supportive, safe and supports learning and race/social justice. I understand this is an ongoing dynamic process that will take time and patience.

I will offer feedback and ideas for how we might continually improve communication with each other.

Name: \_\_\_\_\_

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

## Primary Agreements

*I agree to use these practices:*

- Utilize Deep Listening
- Engage in Reflection and Inquiry
  - Summarize /emphasis
  - Ask for clarification/ check assumptions
  - Avoid “spillover” conversations
- Take Personal Responsibility
  - Cultivate an awareness of own emotional triggers / responses
  - Cultivate an awareness of power dynamics that may impact delivery and impact
  - Take responsibility for own preferences; be clear about them and share them with others
  - Come ready to learn (foster creativity)
- Believe Others Are Operating with Best Intentions
- Use “I” Statements

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## RESPECT

**Accord respect to everyone at all times with the awareness that respect often looks different from person to person, or culture to culture. If you are unaware or unsure, ask what the other party prefers. Be open to others asking what is respectful for you.**

## P-Patch Agreement Summary

- Utilize Deep Listening
- Engage in Reflection and Inquiry
- Take Personal Responsibility
- Believe Others Are Operating with Best Intentions
- Use “I” Statements

### RESPECT

#### Auxiliary Agreements/ Tools

- Vibeswatching
- Disagreement Preferences (maybe also respect preferences):
  - Tone and delivery consciousness
  - Be positive and solution oriented; avoid blaming.
  - Be open to new ideas
- Spillover/timing/ one on one or supported follow up conversations:
  - Recognize others needs and preferences for processing may not be the same as your own: ASK FIRST (e.g. ask when might be a good time/ way to have a follow up conversation)
  - Work item: Bump out an agreed upon process
    - Good time?
    - Need help processing
    - Clarify/Follow up
- Humor, fun and lightness when appropriate



**Seattle**  
Neighborhoods

**P-PATCH COMMUNITY GARDENING PROGRAM**