



INTERTWINE SUMMIT 2024

Community Agreements

Community Agreements are guidelines created by a group to ensure open, inclusive, safe, and respectful dialogues, where everyone can feel comfortable participating in our event.

I Will...

- Use **"I" statements** (linked).
- Impact over intention.
- Learn with intention. Listen openly to understand and with curiosity.
- Accept and expect non-closure.
- Be willing to experience discomfort.
- Be friendly, courteous and treat everyone with respect.
- Give grace.
- Allow silence to exist if needed.

Creating Safe Spaces

Some of the most critical conversations are emotional and uncomfortable, but critical conversations cannot happen without emotional safety and trust. The following are guidelines for creating a safe space for meaningful conversations:

- Confidentiality: Please don't share other people's personal experiences outside of this space.
- Avoid making assumptions.
- Focus on the issue, situation, or behavior, not the person.
- Maintain the self-confidence and self-esteem of others.
- Hold yourself accountable.
- Listen to understand and with empathy.
- Keep each other safe.

Code of Conduct

All communication should be appropriate for a professional audience including people of many different backgrounds. Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, national or regional origin, body size, accent, race, age, religion, or other marginalized characteristics are inappropriate. Do not insult or put down other participants. Be careful in the words that you choose. The Intertwine Alliance will not tolerate any physical or verbal harassment during our events.