

# NEA Board of Directors Norms/Agreements

- Be mindful of what non-privileged voices are saying, and what privileged voices are saying in all settings. Be intentional to make space for historically marginalized voices.
  - Commit to participating in your own and others growth. Make the opportunity to build trust. Be Brave.
  - Mistakes and discomfort are part of growth, take ownership and learn forward.
  - Listen to grow with the potential to change. Listen for understanding.
  - Consider instances of harm, intended or not, as opportunities for shared learning and growth.
- Own the harm. Commit to change the behavior. Create resolution.
  - Resolve at the lowest level possible.
  - History comes with us.
  - Share your values.
  - Breathe-Pause-Reflect intentionally.
  - Know we are not finished.
  - Give each other grace.
  - We strive to be a family.