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.