



FAMILY PATHS GROUP AGREEMENTS

Group agreements create a foundation of trust and collaboration, ensuring every member (supervisor and non-supervisor), feels heard, valued, and empowered to contribute authentically. By establishing clear expectations, these agreements foster a safe and productive space where we can learn, grow, and navigate disagreements constructively, and work towards mutual respect and understanding.

- **Create Courageous Spaces**

Create an inclusive environment where every voice is valued, and people can safely share and receive differing opinions and engage in difficult conversations without blame, shame, or attack. Open, honest, and vulnerable communication is encouraged to foster growth, both collectively and individually.

- **Take Space, Make Space**

Encourage everyone to participate and share airtime. Respect how individuals choose to contribute—whether in meetings, through chat, via email, or anonymously. Be aware of your own privileges and power dynamics to foster an inclusive environment.

- **Be Aware Of Intent vs. Impact**

Be aware of and accountable for impact, regardless of intent. We recognize and take responsibility for the impact of our words and actions. Hold grace for mistakes, and shift behaviors to reduce or repair harm. Offer reflections and observations to one another when our stated values and intentions are not aligned with our actions.

- **Engage In Constructive Feedback - Receive Feedback As A Gift**

Offer clear and transparent communication in our constructive feedback to each other. Welcome and receive feedback and new information as a gift. Proactively attend to conflict as an opportunity for learning and growth. Hold a goal of attending to and resolving the conflict.

- **Practice Self-reflection**

Be mindful of our own thoughts, emotions, and reactions, especially in challenging situations. Notice our impact on others (my tone, how much space I am taking up, who is not talking because my voice is dominating) and contribute positively to the group dynamic. Use “I” Statements to share stories, experiences, and thoughts from a personal perspective and avoid speaking on behalf of others or making broad generalizations about groups of people.

- **Practice Accountability With Care**

Allow for imperfection and hold each other and ourselves accountable to our values with care, compassion, forgiveness, and generosity. Listen deeply to what is being shared with the intention of greater understanding, not to problem-solve or jump to conclusions. Ask questions, be aware of our inherent biases and assumptions, and stay curious about our own and others’ experiences and perspectives. Experiment with, try on, and approach new ideas with an open mind.

- **Respect Confidentiality**

Be respectful of privacy and confidentiality. While we may share our insights and learning with others, avoid gossiping and sharing someone else’s private story or information without their consent—even if we omit names and details.