

## AFHK Community Agreement

Action for Healthy Kids (AFHK) is committed to building and sustaining an organization that seeks and embraces diversity, actively pursues equity, and fosters an inclusive environment. We respect and value diverse life experiences and heritages and strive to ensure all voices are heard. Our commitment is built on an unwavering belief that our differences are our strengths and will bring us closer to our organizational vision. We will...

- Strive to create a culture and climate where people can show up fully in who, and how, they are;
- Transform our organization by confronting our own biases and;
- Hold ourselves, and colleagues, accountable for implementing inclusive and equitable practices.

As life-long learners, individually and collectively, we know learning is not always easy or comfortable. Action for Healthy Kids will push through our discomfort, expand our thinking, and support one another's learning environment. ***AFHK, our community partners, network, and all we engage with are expected to adhere to the following:***

- **Create Balance** - We foster a holistic environment, taking space to articulate our views and making space to listen to others.
- **Give the Benefit of the Doubt** - As we seek to understand, we assume best intentions and ask questions as needed.
- **Be Present** – When courageous conversations arise, we remain physically, mentally, and emotionally present demonstrating empathy.
- **Actively Listen** – We listen to receive, not react. Receiving does not mean we agree – it demonstrates openness to different ideas, preferences, and insight.
- **Demonstrate Care** - Feedback is a form of showing commitment to our success. “We can’t grow if we don’t know.”
- **Practice Selective Vulnerability** – It is not always easy. Sharing stories of triumph and challenge are encouraged and necessary for growth.
- **Speak Truth** - Each person has their own experience and journey. “I” statements set the tone for productive conversations.
- **Respect Experiences** - We share lessons learned, helping us reach our goals, and protect our safe space by keeping personal stories, names, and/or identifiers confidential.
- **Take Ownership** – Individuals take responsibility for how we impact others, regardless of intention. If we say something that causes harm, we accept and work through it without blaming or shaming others.
- **Be Resilient** – Certain conversations may trigger traumatic experiences. We use discernment to determine when to persevere or pause for the well-being of all parties involved.
- **Unpack Language** – Acronyms, buzzwords, and jargon are kept to a minimum. Clarity is maximized and demonstrates inclusivity.
- **Notice Dynamics** – Power shows up in various forms. We practice recognizing our unconscious use of power and take immediate action to correct.
- **Seek Justice** – We commit to practices that are just and fair, striving to cause no harm and actively working to prevent it.

Action for Healthy Kids' will adhere and hold others accountable to this agreement.