

## Norms and Values

### **1. Positive Climate and Respect**

- Everyone should be made to feel welcome
- Mentor new members to feel connected
- Be mindful of opinions of others and agree to disagree respectfully

### **2. Communication**

- Always acknowledge others and provide an opportunity for all to share
- Stay on topic
- Assume positive intentions in what someone is saying
- Ask questions for clarification
- Pause before responding
- Respect that cultures communicate differently – e.g. eye contact
- Responsibility goes both ways

### **3. Diversity and Teamwork**

- Ensure everyone has a support system – someone to contact for information if a meeting is missed – buddy system
- Value diversity of voice in discussions (e.g. recruitment)
- Support involvement of each other (e.g. carpool, applications, Skype)
- Minimize barriers to participation
- We are responsible for our words, actions and how we communicate

### **4. Light and Laughter**

- Tone of meeting is guided by the Chair
- Social opportunity provided before the meeting (i.e. dinner)
- Agenda designed for balance – light/serious, formal/informal
- Seek to positively resolve conflict

*This collaboratively developed document supports our work, however, we continue to be guided by our Terms of Reference.*