

## SMCDems Meeting Agreements *DRAFT*

### **Preamble:**

The San Mateo County Democratic Party Central Committee reflects our Democratic values in welcoming every race, ethnicity, religion, age, gender, ability, and LGBTQ+ status. We are the party of diversity, equity, and inclusion. The Central Committee is proud to be inclusive and we celebrate our differences representing over 245,000 Democrats in San Mateo County. As Democrats, we respect differences of perspective and belief, and commit to providing a respectful, friendly, safe, supportive, and harassment-free environment in our meetings and communications. In order to achieve this as members, alternates, and associates we need to commit and uphold the following agreements.

1. **Be patient and respectful of all members and their points of view.** Listen to understand other people's point of view. Bullying, intimidation, and ad hominem attacks are unacceptable.  
*Online: Please use respectful language in the chat and Q&A too!*
2. **Acknowledge individual experiences.** All experiences are meaningful. Do not assume to know others' experiences.
3. **Be mindful of how long you talk.** All opinions are valued. So, everyone deserves an opportunity to speak. Allow one person to speak at a time. Avoid side conversations.  
*Online: If you want to speak, raise your hand or use the Zoom "raise your hand" function. If not talking on Zoom, please stay on mute and/or use the chat box to minimize noise and distractions.*
4. **Recognize and Take Responsibility for your Actions.** Be mindful of the difference between your intent and impact. If you unintentionally (or intentionally) cause harm, attempt to repair the harm. This is how we learn and change for the better.
5. **Assume good intentions.** Assume all members share our core values and goals as an organization. Listen and make sure you understand.
6. **Share Responsibility for Success.** This applies to shouldering our collective work and celebrating our successes.