

Sample Community Agreements



This tool was developed by POAH in partnership with Design Impact as part of a larger effort to make housing more trauma-informed. To learn more about POAH's work and see how this exercise might fit into your own organization's efforts to become more trauma-informed, visit POAH's Trauma-Informed Housing Toolkit at: traumainformedhousing.poah.org

Purpose

Community Agreements are guidelines created by a group to ensure open, inclusive, safe, and respectful dialogue. Community Agreements are essential to building trauma-informed teams. Below are sample agreements established by residents and staff at POAH.

Tips for Trauma-Informed Practice

Start by proposing a few common agreements (marked with * below) and invite participants to add others that are relevant or meaningful. As participants share, repeat back what you heard and confirm that the facilitator's notes capture the participants intent.

Sample Community Agreements

- Bring a learning mindset instead of an expert mindset*
- W.A.I.T. (Why am I talking/Why aren't I talking)?*
- Set a safe space: What's said here stays here, what's learned here leaves here*
- Listen with curiosity & compassion
- Celebrate the wins
- Be transparent
- Be patient, practice taking a pause
- Listen with empathy
- Hold space for multiple truths
- Judgment free zone
- Ask for what you need
- Commit to open two-way communication
- Keep each other safe
- Contribute to the well-being of the group
- Speak with intention, use "I" statements
- Be polite and respectful
- Incorporate music, snacks, and swag
- Build breaks into meetings
- Provide frequent reminders ahead of meetings
- Avoid overusing the Zoom chat when many participants are on the phone
- Include games, trivia and videos to keep things fun!