Community Guidelines

We recognize and value that members hold a wide range of personal beliefs, values, and commitments, and ask anyone participating in our programming to honor the guidelines below.

Lean In

You don't need a polished question or answer to conbribute.
Your vulnerability is welcome.

Make Space for One Another

Share the conversation and create opportunities for everyone to participate.

Reflect on Perspective

Recognize how identities, experiences, and privileges shape perspectives. Amplify marginalized voices.

Name and Acknowledge Impact

No matter your intent, be accountable for your impact.

Examine Defensiveness

If you feel defensive or frustrated, pause and reflect before responding.

Connect

Reach out to others. Continue conversations after the program.

Listen Longer

Be present. Try to avoid planning what you will say as you listen to others.

Be Curious

Ask questions to understand. Try on new ideas.

Take Care

Be kind to yourself and each other. Take breaks. Move your body as you need.

Maintain Confidentiality

Share themes and ideas, not someone else's story.

M A N P
Maine Association of Nonprofits

Adapted from
Maine Philanthropy Center's
Community Agreements