PARTICIPATORY GOVERNANCE COMMITTEE COMMUNITY STANDARDS

CITY COLLEGE OF SAN FRANCISCO

Collegiality

1. Disagree without disrespecting others; assume positive intentions.
2. Be aware of the intent of your comments and the impact that they will have.
3. Practice a "yes, and…" approach to expand ideas or create more inclusivity
4. Solicit feedback.
5. Honor and appreciate experiences, knowledge, and diversity of perspectives.
6. Try on new ideas that are uncomfortable and have a willingness to challenge your discomfort.
7. Make positive inquiries/Be respectful when making inquiries or asking for clarification/Ask clarifying questions ("I understand you to mean X, is that correct?")
8. Look for and present feasible options/practical solutions.

Create Safe and Brave Spaces

1. Provide and accept feedback with humility and respect.
2. Recognize differences in communication styles.
3. Be aware of when to step up and/or step aside, and when to invite others to step up.
4. Be affirming and solution-oriented, look for positive outcomes (and understand solutions can come from authentic sharing).
5. Create a supportive place to ask questions and make observations.
6. Practice grace and gratitude.

Self-Awareness, Presence & Patience

1. Use "I" language to differentiate between one's personal opinion and objective facts
2. Invite others into the conversation.
3. Honor the dedication of committee members and assume that committee members all have the best of intentions.
4. Communicate with respect and humility.
5. Recognize that we all have biases and avoid making assumptions when interacting with others.
6. Exercise patience with others.
7. Value transparency as it serves the goals of the Council.

Adopted by the PGC on February 15, 2024