



Community Norms & Expectations

Philanthropy Network Greater Philadelphia recognizes and values that members hold wide-ranging personal beliefs, values, and commitments and that we all have diverse backgrounds and lived experiences. In these shared spaces, we ask that all participants (members, guests, speakers, and staff):

- Please be present and mindful
- Actively listen to each other, and please do not interrupt
- Be open to learning in new and dynamic ways
- Provide space for disagreement; challenge the idea, not the person
- Seek first to understand and be prepared to encounter perspectives on issues you raise that may be different from your own
- Please engage with each other and support each other's learning
- Please lean into discomfort; this is often a period of growth
- Speak up and give others time to speak
- Be honest and direct while holding compassion
- Respect confidentiality. Leave behind the details of who spoke and what was said outside this meeting; bring with you lessons learned
- Before sharing, consider if this is the appropriate space and group of people to elevate what you want to contribute
- Be aware of both what you are bringing into the space and what comes up for you while in this space; step back if needed
- Be responsible for your feelings and actions

Additional resources:

- ["Should I Ask My Question?" Decision Tree](#)
- Celeste Headlee TED Talk: [10 Ways to Have a Better Conversation](#)