



Community Norms & Expectations

Philanthropy Network Greater Philadelphia recognizes and values that members hold a wide range of 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):

- Actively listen. Be curious about others' perspectives
- Provide space for disagreement; challenge the idea, not the person
- Seek understanding and be prepared to encounter perspectives on issues you raise that may be different from your own
- Speak up and give others time to speak
- Be honest and direct while holding compassion
- Respect confidentiality. Leave behind the details of who said what outside this meeting; bring with you lessons learned
- Before sharing, consider if this is the appropriate space 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 own feelings and actions

Additional resource: ["Should I Ask My Question?" Decision Tree.](#)