FIRST MOVERS
aspen institute

COMMUNITY AGREEMENT

Aspen Institute First Movers Fellowship

OUR COLLECTIVE INTENTIONS FOR THE FELLOWSHIP:

We will prioritize this unique opportunity

- Set time aside, both during and outside of Fellowship meetings
- Be fully present during our time together—avoid multi-tasking and technology
- Be on time!

We will allow ourselves to be pushed

- Be curious and open-minded
- Be willing to reconsider our perspective and assumptions
- Be open to all aspects of this experience
- Strike a balance between taking what you need and sitting in discomfort long enough to feel growth

We will enable each other's growth

- Be vulnerable and brave. Don't be afraid to ask questions, challenge others, and contribute your experience to the room
- Accept responsibility for being a peer coach to others and bring your full self to that effort
- Speak up. Work together with the design team to strengthen the fellowship experience by providing honest and constructive feedback

We will build long-lasting relationships

- Be open and authentic
- Connect with each other outside of required sessions
- Utilize WhatsaApp to catch up with one another between Seminars

We will have fun!

- Celebrate successes
- Make space for play, gratitude, joy, and humor

TO GENERATE TRUST AND ENABLE HEALTHY DIALOGUE, WE WILL:

Honor confidentiality

- Respect the Chatham House Rule: insights cannot be attributed to specific participants or companies

Make space

- Create opportunity for others to share their perspective and listen deeply
- If you feel you are speaking a lot, 'move back' and leave room for others to speak
- Honor time in plenary by participating in a single, whole group conversation—no side conversations

Take space

- Be vulnerable and brave. Ask questions, challenge others, and contribute your experience by seeking to share and express vulnerability equitably
- If you are not raising your voice, 'move forward'
- Speak up when boundaries have been crossed

Give each other grace

- Assume that everyone belongs here—we are all learning and we all have something to share
- Assume positive intent, knowing that others have different experiences and perspectives
- Bring patience and kindness, knowing we are each facing multiple pressures, commitments & challenges
- Embrace diversity of ideas, experiences, perspectives, and styles of communication. There is no such thing as a remedial question

Be empathetic and respectful

- Consider how words can affect others and be open to feedback about what we've said & done
- Be kind and respectful to one another, even when there is disagreement
- Beware of insider jargon
- Be respectful of cross-cultural communication styles

HONORING & ENFORCING

Maintenance practices:

- Make time for intentional group check-ins on the Community Agreement
- Use the WhatsApp group to celebrate successes!

Practices in the moment:

In real time

- Name it
- Talk about it
- Assess its impact

After the fact

- Regroup, explore, and repair

Tensions:

- We all process and communicate differently
- Balance sensitivity to others and personal resilience