Maine CoC Governance and Structure Group Agreement

[https://docs.google.com/document/d/1SW5WsYcrIj8MFxJD8U5kw1vuQm\_TCsbnrEFYpzkxAXg/edit?usp=sharing](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdocs.google.com%2Fdocument%2Fd%2F1SW5WsYcrIj8MFxJD8U5kw1vuQm_TCsbnrEFYpzkxAXg%2Fedit%3Fusp%3Dsharing&data=05%7C02%7Cstibbitts%40mainehousing.org%7C2ed10691682641b2323b08dc9ba02194%7C2d534a17873e4d53883b042c1fa4b77b%7C0%7C0%7C638556359307994481%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=eL2QwqhZtjJE361cygmpwPbdH%2FpbTZ6gWpGt4qjBY%2BE%3D&reserved=0)

*Developed 6.24.24*

*Agreed Upon X.XX.XX*

We want to make this a respectful and collaborative space. Maine Continuum of Care Governance and Structure Group developed this agreement together and members agree to the shared commitments contained below.

**Values**

Commitment to:

* Silo-busting, Innovation, Creativity, Thinking outside of the Box
* Change-making, Belief that Nothing is Impossible, Openness to change, Ability to Compromise and Problem-Solve
* Accountability, Best Practices, Prudence, Persistence, Community, and Collaboration
* Community, Justice, Equity, Humility, Empowerment; Equality, Persistence, Courage, Wisdom, Grace, Trust, Respect for All
* Data-informed Decisions, Rigor, Continuous Improvement, and Systems-Thinking, Focus on Outcomes
* Building a Trauma-Informed, Dignified, Inclusive, Low-barrier System, and Keeping Focus on the People we Serve
* The belief that we are all neighbors and homelessness is solvable

**Group Agreements**

No one person should dominate the conversation:

* Ensure that everyone has a chance to talk
* Step up, step back (if you tend to talk a lot, step back; if you don’t tend to talk step up); Share once then leave space for others; Take space & make space.
* Allow open discussion and collaboration (no gatekeeping)
* Be prepared to participate. Read the documentation ahead of time. Mutual accountability builds community

Prioritize Communication:

* Use clear and direct communication (try to avoid being passive aggressive);
* Clarify with questions and do not make assumptions
* Listen to understand not to respond; remain open to new ideas.
* People take in and synthesize information differently. Eg visual, audio or language/words written; allow space for processing; allow introverts time and space

Assume good intentions:

* Listen, understand my perspective even if you don’t agree
* Practice humility - decenter your worldview and experiences, and be open to other norms and practices
* Respect others expertise (read in tandem with Humility)
* Allow freedom to change minds
* Keep a healthy sense of humor
* Assume that everyone is here for the same reason:

Embrace healthy, respectful conflict:

* Give one another grace and assume best intention. Focus on the intent and not wording. Allow freedom to express unpopular opinions.
* If you disagree provide a potential solution, ability to express disagreement without a solution

Embrace progress not perfection

* This is a safe space to make mistakes and not have all of the answers. We can always improve along the way but we have to start somewhere
* Acknowledge that changes won’t be perfect the first time around
* Start with 80% of the solution - this will need to be a continual improvement process.

Focus on the work

* Define the problem, propose solutions, agreement on solution with the greatest potential for success
* Act decisively with an appropriate sense of urgency, but not recklessly
* Spend 90% of the time on the most critical issues and 10% of the minor details
* We have a good sense of what is not working and this is our opportunity to make change. Keep suggestions forward looking.
* Stay goal directed, solution-oriented, and data informed

Keep in mind that we are all here to enhance the lives and livelihoods of People with Lived Experience. We are all here to move people into housing and be safe. Be grounded in the fact that this work is not about us - it's about the participants.

“Another world is not only possible, she is on her way. On a quiet day I can hear her breathing”

 - Arundhati Roy