**CMoR Internal Community Agreements**

The following agreements apply universally to anyone working with CMoR:

**Value constructive feedback**

We care personally about each other and feel safe enough to speak up when something runs contrary to our values or is exclusionary.

In practice, this means that we encourage regular feedback, including critical feedback. We believe that our newest employees and our underrepresented employees have fresh perspectives that we want to hear. All employees are encouraged to speak to the management and leadership team, or voice their opinion within meetings regularly.

**Center and uplift the voices of marginalized people**

We aim to create an environment in which all team members feel comfortable speaking to their lived experiences without fear of retaliation.

In practice, this means we have a couple of norms for discussing aspects of identity:

* We speak from personal experience and use “I” statements.
* We believe those who share their personal experience.
* We do not debate the reality of people’s lived experiences.

**Inclusion of all gender expressions + identities**

We encourage all team members to introduce themselves with their pronouns and add their pronouns into their regular correspondence (i.e. Zoom, email, etc.). Doing so takes the onus off of gender non-conforming individuals and breaks down assumptions of gender.

New team members will be onboarded with their correct pronouns.

If a team member makes a mistake with pronouns, we encourage them to thank the person who corrects them, practice it, and move forward.

If a team member would like to an update their pronouns or name, they can fill out this [Name/Pronouns Change form](https://docs.google.com/forms/d/1_2Jg6uHTYWDtqrLSPpojvpzZ-W5mrftHx3SsE7l7HB0/edit) or contact Human Resources.

**Commitment to accommodations for disability**

In building a community that is accessible for those with disabilities, we are committed to creating a workplace that is accessible for everyone. Accommodations will be offered proactively as available during the interview process and onboarding and for all physical Museum events.

**Understand intent vs impact**

When engaging with each other, we operate on the principle that all of us value equity and inclusivity. As such, we will assume best intentionswith each other when one of us makes a misstep.

We believe in owning our impact. We understand well intentioned comments can have negative impacts. If someone speaks in a way that is harmful, we encourage team members to create a moment for conversation and understanding.

We have zero tolerance for name-calling, insulting, or otherwise attacking a team member or guest.

**Share the airtime**

Everyone is empowered to speak in meetings. If someone is dominating the conversation, we will gently remind the room of our commitment to sharing the airtime.

*This agreement will continue as a living document. Community agreements will be annually reviewed and feedback is always encouraged.*