



ACTIVITY: Setting Group Agreements

OBJECTIVES:

- To create a safer space for group.
- To set up a system of accountability in the group.
- To reduce oppressive power dynamics

TIME NEEDED:

- 20 minutes

MATERIALS:

- Flipchart paper
- Markers

INTRODUCTION:

We develop group agreements to create a safe space in our group and to hold each other accountable to what we believe and want. Group agreements are like ground rules for our meetings and trainings that we can all agree to follow.

INSTRUCTIONS:

We are going to brainstorm group agreements. What agreements do you want for this team? [Chart participants' answers.] What does this agreement mean for you? Why is it important to have this agreement in this space? What else?

DEBRIEF:

Does everyone like these group agreements? [Have participants show their agreement-raise hands, fists, thumbs up, sign the flipchart paper, etc.] Does anyone disagree with any of these, or want to change anything, or ask any clarifying questions? [Post group agreements during your first month of meetings. Revisit if participants are having a hard time following group agreements.]

SAMPLE AGREEMENTS:

*** Take ideas from the group, but feel free to add if something's missing.

- **One Mic** (one person speaks at a time)
- **Step Up, Step Back** (if you're a person who talks a lot/takes up a lot of space, step back; if you don't speak very much, step up)
- **Confidentiality** (what's said in the room stays in the room)
- **Don't Yuk Someone's Yum** (let people express their ideas)
- **Challenge the idea, not the person** (express disagreement with people's ideas, while still respecting the person)

