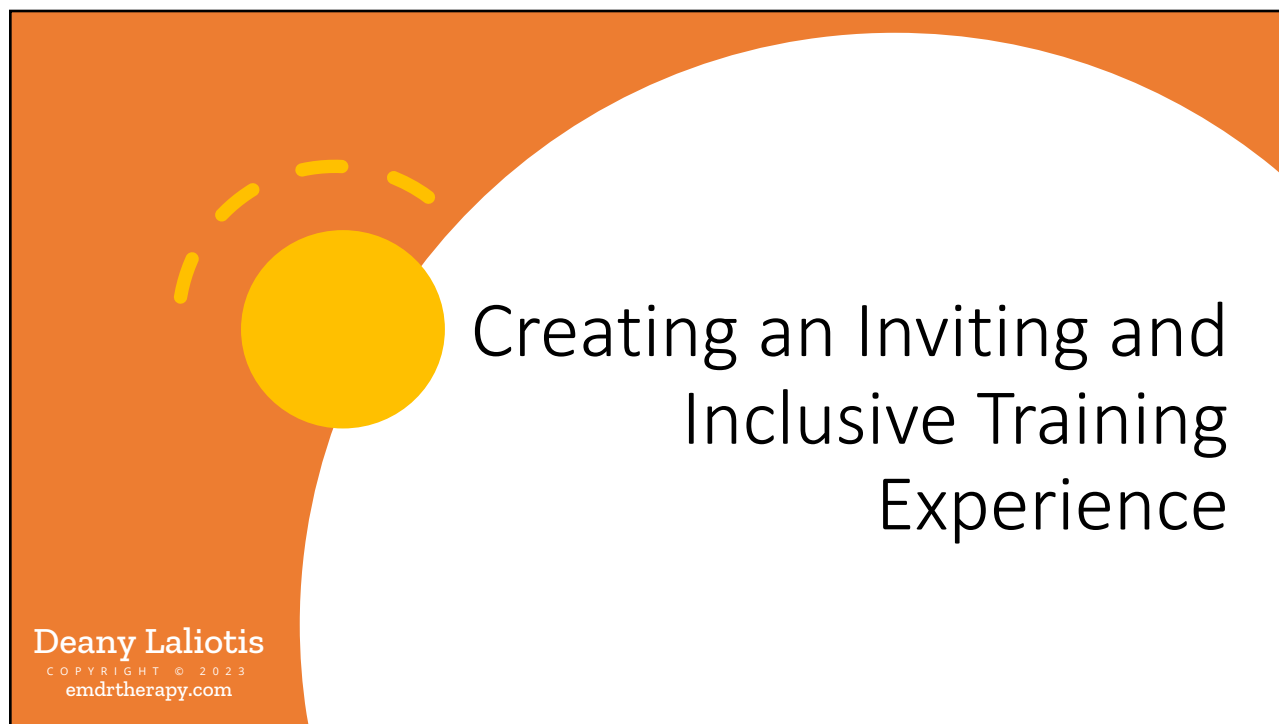


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Community Agreements



3

Community Agreements

- Rules of Engagement
- Culture of the training experience
- Different types of CAs
 - Value informed, behavior informed, etc.
- Easy to understand and refer to
- Clear but open-ended, allows for multiple solutions to a problem
- Everyone agrees to adhere to the CA – faculty and trainees alike
- Sets the stage from the very beginning of the training

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Community Agreements – possible points

- Intent versus impact
- How people participate in the training experience
- The culture of mutual learning
- What's said here, stays here. What's learned here leaves here.
- Permission to get it wrong
- Being able to say, Oops or Ouch
- If it's in the way, it's the way
- Staying away from either/or or black and white thinking
- Careful about remembering people's names, pronouncing them correctly
- Careful about interrupting others
- What is the feedback loop?

5

Training Curriculum

- Important to use the ACE study to speak to the impact of oppression
- Important when talking about Power/Control and the locus of control vs. people who are victimized by institutions and systems
- Important to discuss generational trauma and give multiple examples
- With the clinical vignettes as case examples, important to use appropriate pronouns, clarify if you're using examples of real cases when using stereotypical descriptions (e.g., man of color in a gang, angry Black woman, or use more expansive examples
- Make sure you use subtitles in videos to accommodate different learning styles; visual charts to augment the written word, etc.

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