



GUIDELINES

- **Respect**
At all times - to yourself & others; No shit-talking/cattiness/tearing anyone down
- **Confidentiality**
Don't share what is said in the meeting to anyone outside the meeting
- **No Interrupting**
Only speak during your turns, raise your hand to be called upon
- **No Judgments**
No judgmental comments or behaviors toward yourself or others
- **It's OK to be emotional**
You can cry, show anger, disappointment, etc.

HOUSEKEEPING NOTES

- **Be on time**
If you arrive more than 10 minutes late, we ask that you don't come in
- **Use designated break times**
Use bathroom, move car, check phone, etc. during designated "break" times
- **Don't leave early**
If you must leave early, please leave during a designated break time
- **No phones**
For texting, calls, social media, etc. during the meeting - it's ok to take notes, etc.

EXPECTATIONS

- **Commitment** - to the organization and to meetings. Please make WIJO a priority. We're all busy, but these issues are important to our everyday lives.
- **Ownership** - for the organization. We each need to feel a responsibility to the group. Hold yourselves and each other accountable, and participate in action when possible.
- **Openness** - to others' ideas, input and experiences.
- **Patience** - with the group (if we are addressing something you don't feel is as important or relevant, we all have different stories, backgrounds, struggles, strengths and weaknesses. We'll try to cover things that a lot of us can relate to, and hopefully everything will eventually be addressed.) Also patience with each other and yourself.
- **Empathy** - We often act mean and closed-off when we feel insecure. Show and practice understanding of other members' experiences.
- **Forgiveness** - of yourself and others.
- **Honesty** - Speak Up & Be Yourself. Share your ideas and opinions. Partake and contribute to the discussions.
- **Leadership** - Be a resource and role model if things come up that you've overcome or are already good at.
- **Growth** - Lean In to your (perceived) weaknesses, don't shy away from them. If you have questions, *ask!*