

Collaborative Funding Workgroup: Group Agreements

The OHA, PHD Collaborative Funding Workgroup will use and test these agreements between May 2024 and November 2024. In November, the group will discuss the usefulness of the agreements and make adjustments as necessary.



Equity

The foundation for our work and our primary consideration in every conversation and decision.

- Keep bringing oneself and the group back to equity by asking who benefits and who might get left behind from a decision made
- Remember that culture influences how individuals think, act and react; honor cultural differences in this group by talking openly about cultural grounding

Open-Mindedness

Everyone here is encouraged to speak, listen, and react with an open-mind. Everyone is asked to consider all perspectives. Unique points of view are valued.

- Listen deeply/with curiosity
- Reserve judgment
- Ask questions in a true spirit of learning or curiosity

Empathy

Everyone here has the right to be understood without judgment. This applies to both their ideas and feelings.

- Honor the whole person
- Shift personal perspective to see another's point of view

Collaboration

We create work with everyone contributing. All concerns are considered important.

- Contribute, even when it's scary or your point of view might be unpopular
- Make space for and invite others to contribute
- Hold the tension of ambiguity

Shared Ownership

Once we make a decision, we share a common motivation to make the implementation of the decision succeed.

- Trust the group decision-making process will produce good results
- Set aside ego or personal misgivings to support and work to implement group decisions.

Conflict

We understand that conflicts will happen as we do our work together and we have processes for working through conflict.

- Respect conflict as a healthy part of human interaction and don't avoid it
- Use agreed-upon processes for managing conflict (See X for conflict process¹)

Growth Mindset

We embrace our mistakes as opportunities to learn and grow. We value and appreciate progress.

¹ A link to the conflict agreements will be added here by May 30, 2024 and this footnote will be removed.