

Community Agreements



OUR MISSION

To celebrate LGBTQIA+ culture and identities within Snohomish, fostering an increased sense of community, belonging, and safety for all community members and visitors.

SHARED VALUES

EDGES TO CENTER

- Prioritize queer, trans, BIPOC talent, vendors, and sponsors.
- Center the most marginalized (LGBTQIA+, BIPOC, disabled, neurodivergent, low-income, etc.). Our spaces should be accessible for all including members of our group, vendors, volunteers, and attendees. Consider whose voices and what lived experiences are not represented: work toward representation that will help all feel welcome. Be curious and open to learning about lived experiences that are different from your own. Be aware of places where you hold power/privilege.
- Intersecting identities of race, disability, neurodivergence, mental health, income level, size, age, immigration status, Indigenous heritage, etc. affect our lived experiences and perceptions. The more intersecting marginalized identities one has, the less access there is to privilege in this world; the more privilege one has, the more access to unearned advantages one has. Make space and listen to the most marginalized among us. If we center spaces around the most marginalized, it's safe for all, but when we center the most privileged, it's safe for only a few. If you have many privileged identities, reflect on some of the unearned advantages that may unconsciously shape how you approach this work. Be curious about how you might approach it differently with this in mind and listen well to those around you who may have a more expansive view to offer.
- We are trans-affirming. Use correct pronouns. If that is difficult, please practice with cisgender friends. If you make a mistake, apologize and move forward: do not expect emotional labor from the person you misgendered. For trans and nonbinary folx it is often quite painful and exhausting to be misgendered. Work hard to become skilled at using pronouns accurately. Do not assume someone's gender: presentation is not inherently an expression of gender. If you don't know someone's pronouns, say what yours are and ask theirs. When possible, use name badges at in-person events.

- Beware of bisexual, pansexual, and queer erasure. Just because someone is in a seemingly heterosexual relationship, it doesn't mean they're heterosexual. Trust people when they self-identify as bi, pan, and/or queer. One doesn't need to "act on" their sexuality to be who they are.

TAKE SPACE. MAKE SPACE.

- We approach decision-making from a decolonization lens. We aim for collective decision-making. Center LGBTQIA+ voices rather than imposing heteronormative values and mindsets.
- If you tend to talk more than others, be intentional about brevity and creating more space for those who are more quiet. If you tend to talk less than others, challenge yourself to take space to express your thoughts. Be mindful of time agreements as a consent practice.
- Allyship is hard work. If you are prone to feelings of shame or perfectionism, if you have other marginalized identities outside of LGBTQIA+ identities, and/or are experiencing stress in your life, it is likely to be even more challenging, especially if you make mistakes. We are all humans doing our best. You are highly encouraged to seek a support person, ideally another ally, to process your feelings throughout this process. If you have access to therapy, groups, or other healing spaces, consider doing some healing work around shame. Be open and receptive, and take good care of yourself.

ADDRESSING HARM AS A LIBERATORY PRACTICE

- We use an abolitionist lens to prevent and repair harm. We work together as a community to support one another using connection rather than exclusion. When harm does happen, we will ask ourselves "What repair needs to happen, or what practices should be in place, for us all to remain within the community?"
- Harm will happen. We agree to speak from our own experience and assume positive intent. No matter, the impact must be tended to regardless of the intent. When conflict arises, address it in the group or directly with the individual. If you feel you can't address an issue in the group space, seek out a helper to provide support with the goal of returning to the group space to address the issue. We prioritize positive change and growth.



- Repairing harm requires making good apologies. Please be proactive and check in if you think you may have caused harm. Good apologies look like naming the behavior, indicating that you know it was/may have been harmful, using feeling words, saying what you will do differently going forward, committing to behavior change, asking if there is anything the person needs for repair, reflecting on their feelings, making amends if needed, and apologizing. Avoid making it about your feelings and listen deeply to the person you harmed. Use active listening, “I” statements, and non-violent communication:
- (objective experience) and I feel (emotion, subjective experience) because I need or value (the value or specific need). Optional: Would you be willing to (specific request).
- Mistakes are opportunities to learn. No one likes making mistakes, and it’s easy to feel ashamed when making a mistake. That’s okay, let it be uncomfortable. Grow the capacity for discomfort. Make good repairs and continue moving forward.
- If something isn’t working or a conflict is arising, use direct communication and speak directly to those involved. Avoid gossip and side conversations—ask yourself if it’s something you plan to say to the person involved, if not, that’s probably gossip or side conversation and is unlikely to resolve the issue. If someone comes to you with a conflict, listen and use active listening skills. If a conflict cannot be resolved, consider getting some support from another leader.

TAKE CARE OF YOURSELF

- Practice self-care, ask for help, and feel empowered to say no to things you don’t have the capacity for. If conflict arises, use self-regulation tools to stay present and ask for support if needed.

