

Community Agreements

We create an open, safe, and supportive environment for library workers to access the benefits of peer support.

We understand that the experience of trauma and adverse varies based on the identity and positionality of the person experiencing them.

We will ensure that all voices are heard.

We are open to growth and the growth of others.

We speak from experiences and offer mutual support over advice.

We recognize that our words and actions can impact others in negative ways that we do not intend. When harm occurs, we work together to engage in restorative practices.

We respect individual privacy by ensuring that personal information and sensitive subjects are approached with care and discretion. “Stories stay, lessons leave.”

Community Agreements (expanded version)

We create an open, safe, and supportive environment for library workers to access the benefits of peer support. This environment is inclusive, welcoming, and as physically and emotionally safe as possible. If at any time, you are made to feel unsafe, or spaces aren’t meeting your needs, we welcome your feedback and will work with you to find a resolution. To protect participants with less institutional power, we ask that managers recuse themselves if a staff member of a lower title from their institution (regardless of branch/location) is present.

We understand that the experience of trauma and adverse events varies based on the identity and positionality of the person experiencing them. As library workers, we experience many challenges, including harassment, violence, discrimination, and microaggressions, among others. We acknowledge and respect your unique identities, including gender, gender identity, gender expression, sexual orientation, neurodiversity, disability, ability differences, physical appearance, body size, race, age, religion, faith, national origin, source of income, and language preferences.

We will ensure that all voices are heard. We honor each other by being mindful of how we communicate and respecting each other’s boundaries. We offer multiple ways to engage and

communicate and will support your needs if they change over time. No justification is required when advocating for your needs.

We are open to growth and the growth of others. We are committed to not replicating societal inequalities and we simultaneously recognize that we carry these power imbalances with us. Therefore, we actively work together to dismantle these inequalities and embrace the discomfort of this process.

We speak from experiences and offer mutual support over advice: speaking from experience and leaving room for others to decide what fits.

We recognize that our words and actions can impact others in negative ways that we do not intend. When harm occurs, those involved will be invited to engage in restorative practices.

We commit to creating a safe environment where discussions about personal experiences are treated with confidentiality and empathy, fostering trust among participants. We value consent and respect boundaries while fostering open dialogue. Carry the lessons, not the stories: "Stories stay, lessons leave" is our mantra.