

FY28 Budget Advisory Council Norms

Contribute Thoughtfully

We share airtime, ask clarifying questions, suspend judgment, and avoid repetitive comments. *We value the importance of individual lived experiences yet will work to include supporting data and evidence for our position or perspective.*

Listen Deeply

We begin with curiosity and ask ourselves, *“What is the speaker saying and what might be the underlying content, issues, concerns?”*

Demonstrate Respect

We each do our part to create an inclusive environment where all of us can safely contribute. *We assume positive intent. We welcome diversity of thought and recognize that when we disagree, we will do so respectfully.* We expect and accept non-consensus. Not all matters presented will necessarily reach closure *or consensus*.

Be Accountable

We hold ourselves responsible for attending consistently, being prepared, attending *to assigned tasks in advance*, participating actively, and limiting off task behavior.

Respect Confidentiality

While our charge is to operate with transparency, we recognize the importance of having a safe space to share our ideas. We share challenges, successes, failures and doubts with confidence that the information each of us shares will be held in confidence. Sharing content, information learned, and shared statements of consultation is encouraged with the community at large, but not the individual views of individual members.