



Local Catch Network Community Agreements

Established
August 2024

What are Community Agreements?

A shared statement of how Local Catch Network members aspire to engage with each other in order to feel safe, supported, open, productive and trusting so that everyone can show up authentically, work towards our common vision, and serve our community well.

Local Catch Network's **Community Agreements**¹ are anchored in its Core Values and Practices, which we define as standards of behavior or one's judgment over what is important to our collective work. In particular the Core Value of "Creativity and Collaboration:"

Building a better seafood system requires innovation, creativity, and thinking outside the box. It also requires that innovative ideas are not isolated but rather spread through a network of diverse stakeholders working together, aligning around shared values, and acting. Creativity and networking fosters knowledge sharing, collective understanding, and mentorship needed to build a better future.

Why do we have Community Agreements?

One of the Local Catch Network's greatest strengths is the diversity of its members, with each member bringing their own unique experiences, expertise, and ideas. We also recognize that some of the most critical conversations networks have can be challenging. This is especially true in the Local Catch Network where we are often navigating incredibly complex issues and situations where opinions and answers are often nuanced and multi-dimensional. Community agreements serve to foster mutual respect and create emotional safety and trust amongst the group so that everyone can show up as their authentic self and share their unique perspective. For this to happen though, everyone must first agree to act and speak in ways that uphold that emotional safety and trust.

The purpose of developing these Community Agreements is to continue to reach for the best version of our Network. To that end, these Community Agreements are intended to be a living document that we can continue to collectively refine to meet the Network's diverse and dynamic needs. If you would like to provide any feedback and support this process, please fill out the **online form**² and/or send an email to **Community@localcatch.org**.

¹ <https://forms.gle/dJR3evwNUZiAYMfj9>

² <https://shorturl.at/NhIMU>

Community Agreements

- **Engage respectfully** - Whether we agree with someone else or not, we focus on challenging ideas, rather than people, and celebrate diverse perspectives and ideas. We avoid words or actions that intentionally cause harm to someone else; when we do harm to someone else, we do harm to the entire Network.
- **Value diverse perspectives** - We share the responsibility to ensure that everyone in the Network has an opportunity to speak and engage in pertinent discussions. Each person has a unique and valuable experience that is shaped by their age, race, gender, sexual orientation, and identity in the commercial fishing/seafood community (and the world).
- **Be inclusive** - We uplift matriarchal, decentralized, marginalized, and oppressed leadership and voices. We use inclusive language that is accessible for people with varying inside knowledge.
- **Take space/make space** - If we are usually quiet, we challenge ourselves to take more space, and if we are usually robust, we are mindful to allow room for quieter voices. We value active listening as a form of participation.
- **Speak from our own experience and ask questions** - We use "I statements" rather than generalizations.
- **Be mindful and collaborative** - We come together to identify common goals and focus energy on developing relationships with others in the Network.
- **Stay open-minded** - As much as we can, we practice good faith and give people the benefit of the doubt.
- **Allow room for learning** - We allow people and things to be imperfect, incomplete, and in the process of growing and learning.