

# COMMUNITY AGREEMENT

PIE Network is built on relationships and a give and get spirit. These values reflect a community agreement between PIE Network members to actively cultivate a culture of learning, respect, joy, and hospitality. PIE Network members commit to upholding and bringing these values to life in Network spaces so that Network members can maximize connections and learning, spark ideas, and catalyze their impact.

*We will ask all member executive directors to sign on to this agreement as part of the Network's Annual Member Survey.*

## WE BELIEVE

**Connection** is the foundation of the Network.

It builds a network designed to support learning and growth.



## WE COMMIT TO

Get to know each other as professionals and people.

Focus on building authentic connections, sharing experiences, and embracing joy.

Conversations across and about **differences** matter.

The vast majority of us work across lines of difference to change policy, expand opportunity, improve outcomes, and get the job done for students. We believe a deeper understanding of other points of view help us engage and persuade across lines of difference to further our impact.



Engage in **respectful and direct conversations** across lines of difference on challenging issues.

Get curious, listen for understanding, share the mic, keep it respectful, and expect non-closure. Not all conversations will, or need to, end in agreement. We hope the understanding that comes out of discussions is sharper than what went in.

Our members are **experts**.

Meaningful learning and connections often happen when we take risks, are candid about our own experiences, and listen to the perspectives of others. Sharing your truths and hearing others' truths about policy positions and wins and losses is how we learn and how movements for change evolve, improve, and make a lasting impact.



Build **brave Network spaces** to get vulnerable, take risks, and learn.

Take risks together to share our own experiences and learn from the experiences of others. What happens in Network spaces stays there.