



## **PHILADELPHIA ORCHARD PROJECT**

### **Community Agreements (Originally published May 2020)**

POP staff and board have created these community agreements to uplift a commitment to mutual care, respect, justice, humility, growth, and community-building in the spaces in which we work collectively. POP encourages all POP partners and volunteers to uphold these values through the following:

- Respecting everyone's identity, ability, background, voice, experience, and boundaries.
- Committing to making spaces and experiences as accessible as possible: physically, socially, and personally.
- Committing to listen for understanding and create opportunities for all voices to be heard.
- Creating inclusive learning environments where people have the opportunity to both teach and learn.
- Accepting a shared responsibility to hold ourselves and one another accountable for these agreements' intent.

### **Why have Community Agreements?**

We believe every person must be personally responsible for their words and actions and recognize that they can intentionally or unintentionally cause harm to others. POP's conflict resolution practices are rooted in listening with humility, dismantling oppressive frameworks, and cultivating greater sensitivity and community care.

In the event that you have encountered an instance of language or behavior that feels oppressive or discriminatory in nature, please alert a member of the POP team for support in addressing the incident (an email to [info@phillyorchards.org](mailto:info@phillyorchards.org) will go to both of POP's co-executive directors). Please also feel empowered to address the behavior directly.