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**2025 Community Agreement**

The Indiana Cooperative Development Center and Food Co-op Initiative, co-hosts of the Up & Coming Conference, recognize and value that individuals in our cooperative community hold wide-ranging personal beliefs, values, and commitments, and that we all come from diverse backgrounds and lived experiences.

In these shared spaces, we ask that **all participants**—including attendees, speakers, and staff—commit to:

• Be present and mindful  
• Actively listen to each other, and do not interrupt  
• Be open to learning in new and dynamic ways  
• Provide space for disagreement; challenge the idea, not the person  
• Seek first to understand and be prepared to encounter perspectives on issues you  
  raise that may be different from your own  
• Engage with each other and support each other’s learning  
• Lean into discomfort; this is often a period of growth  
• Speak up and give others time to speak  
• Be honest and direct while holding compassion  
• Respect confidentiality. Leave behind the details of who spoke and what was said   
   outside this meeting; bring with you lessons learned  
• Before sharing, consider if this is the appropriate space and group of people to elevate

  what you want to contribute  
• Be aware of both what you are bringing into the space and what comes up for you   
  while in this space; step back if needed  
• Be responsible for your feelings and actions  
• Create space for voices marginalized in farm and food spaces  
• Respect and use preferred pronouns of those you interact with

It is the responsibility of each individual to speak respectfully and abide by these guidelines. By registering for the Up & Coming Conference, attendees acknowledge and agree that if, in the sole judgment of the Indiana Cooperative Development Center or Food Co-op Initiative, a participant violates these rules, they may be asked to leave the conference without a refund.