



## 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.