



Code of Conduct in Action

Expectation	This looks like...	Challenge Scale
<p>Assume the best from one another. Have mutual respect. If you think a miscommunication/misunderstanding has happened, talk to each other.</p>		
<p>Know each others' interests.</p>		
<p>Share approaches and successes with other communities, and learn from them, too.</p>		
<p>Play to each other's strengths. Engage in active cross-pollination. Look for ways to expand the pie.</p>		
<p>Recognize conflict as an opportunity.</p>		
<p>If there is a conflict between Sustainable Sonoma and another entity, let the response be a coordinated message from Sustainable Sonoma as a whole, not an individual.</p>		
<p>Be clear when you are representing Sustainable Sonoma and when you are representing another interest.</p>		

Challenge Scale



10—Requires a great deal of self-discipline, patience and group agreement to honor and put it into practice. We might need guidance and facilitation to do this well, and more frequent reminders to do this consistently.

5—Requires patience and mutual agreement to pay close attention to how we each show up emotionally at meetings and engage with each other in the moment. We will need some occasional reminders to do this well.

1—Requires some reminders to do this well, but we have practiced this before, as a group, and know how to demonstrate this in action.