

## Columbia River Gorge Commission Community Agreements

During our May 2025 public meeting, Commissioners expressed a collective desire for a positive working culture. Community agreements will help support that culture (as long as there are also accountability mechanisms to hold commissioners to these agreements).

We commit to a working culture characterized by:

- **Clarity and alignment:** Grounding our actions in a shared understanding of our mission and values.
- **Learning and growth:** Staying humble and open to new information, experiences, and perspectives.
- **Constructive conflict:** Navigating disagreement with curiosity, compassion, and a commitment to resolution.
- **Respect:** Balancing the need to honor diverse communication styles with the need to communicate with care and empathy.
- **Shared responsibility:** Supporting one another and recognizing our collective role in the Commission's success.
- **Joy and purpose:** Staying connected to the passion and purpose that brings us to this work.