



Example Guiding Principles

1. We will follow the YMCA Core Values of Caring, Honesty, Respect, and Responsibility in all of our interactions and decisions.
2. It is okay for people to hold different beliefs. Our goal is to understand perspectives and discuss ideas, not to force others to change their minds.
3. We will share ideas respectfully, even when we disagree, recognizing that understanding and learning are more important than winning an argument.
4. If a conversation becomes unproductive, we will take time to pause, reflect, and return to the discussion respectfully.
5. We will provide feedback by recognizing strengths first and offering suggestions respectfully and constructively.
6. We will make opportunities to include everyone in conversations. If one person is dominating the discussion, we will respectfully invite others to contribute.
7. We will respect all contributions by valuing participation and thoughtful discussion, regardless of whether we agree.
8. We will create shared goals through collaboration and by actively considering different perspectives.
9. We will remain open to feedback and recognize when our words or actions affect others.
10. Each session we will end with a positive reflection about what we have achieved in the session.