



Global Nomads

COMMUNITY AGREEMENTS

1

Center the Expertise of Lived Experience

We believe that the people most affected by a problem are the people best positioned to solve it. In our work together, we honor the expertise of lived experience, and center individuals and communities with this expertise in our partnerships and programs.

2

Lead with Curiosity

Approach every situation with an open mind and a willingness to learn. Ask questions, explore new perspectives, and be open to ideas that challenge your own – especially in moments of frustration, uncertainty, or disagreement.

3

Share What You Know

Knowledge is power, and sharing it empowers everyone. Don't hesitate to share your ideas, perspectives, and suggestions. Everyone knows something, and together we know a lot.

4

Share What You Don't Know

Questions matter as much as answers – and often more. If you are confused, lost, or just curious, speak up! Your questions contain valuable information that makes our work better and helps everyone learn and grow.

5

All Work Is Teamwork

Every project is a shared effort, where each person's input is important. Support your teammates, ask for help when you need it, and work together. No individual “owns” the work, and we all share in each other's successes and mistakes.

6

Map the Work Backwards

Start with the end in mind. Figure out what you want to achieve, and then plan the steps to get there. This way, you're always working with your goals in mind.

7

Design for the Margins

Inclusive design means thinking about the needs and perspectives of people who are often left out. When we focus on accessibility and equity, we create solutions that work better for everyone.



8

Feedback Is Fuel

Feedback is not a setback, it's essential to the process. Consider it fuel for your journey: use it to refine your ideas, enhance your skills, and propel the project forward. Instead of fearing feedback, seek it out, embrace it, and incorporate it into your learning. More feedback means more fuel!

9

Communication is Everything

Whether it's listening actively, giving feedback, sharing ideas, or asking for help, good communication ensures everyone knows what's going on and can work together smoothly. Keep in touch with your teammates on Slack and email, and let someone know when you can't make a meeting or a deadline.

10

Our Differences Make Us Stronger

We all bring unique perspectives, experiences, and skills to the table. These differences make our team more creative, innovative, and resilient. Together, our diversity helps us learn, grow, and build things we couldn't accomplish alone.



I commit to upholding these agreements and to supporting my teammates in doing so too.

Signature

Date