# Activity:
# Hopes, Fears, and Community Agreements

☆ **Purpose**
At the outset of important work, these activities give team members the opportunity to get expectations and concerns out in the open. From here, the team can establish a group commitment to address the hopes and fears that are present. Through this process, the community can work to maximize hopes and minimize fears. This activity is usually done prior to setting group agreements or when revisiting those agreements.

👥 **Audience**
Teams of adults and/or students, often used at the start of a longer engagement together

🕐 **Suggested Time**
35-60 minutes for all three parts

📑 **Materials**
Sticky notes, chart paper and markers or virtual equivalent

| Topic (minutes) | Details |
|---|---|
| Introduction (1 min) | Provide the introduction: We begin this experience by sharing our hopes and fears as a way to begin expressing our truth with each other.<br><br>By naming these we can then think about what "agreements" are needed in the group in order to maximize hopes and minimize fears. These agreements will help us move towards a space of care by addressing questions like:<br>● What do we need to agree on as a team?<br>● What ways should we show up and contribute to this space?<br>● What customs or traditions should we have?<br>● How should we hold each other accountable for these agreements? |
| Individual brainstorm (4 min) | Individually, ask participants to write down their greatest hope(s) for this space on a sticky note(s).<br><br>You might offer the simple sentence stem, "I hope that we ___." Or, "I hope that I___."<br><br>Then, ask them to write down their greatest fear for this space.<br><br>You might offer the simple sentence stem, "I fear ___." Or, "I worry ___." Note:<br><br>While group members are working, write "Fears" on the top of one piece of chart paper and "Hopes" at the top of another. |

| Topic (minutes) | Details |
|---|---|
| Group share (10 minutes) | Participants read their hopes post-it note and post them on the chart paper (or virtually). Do this without discussion, editing, commenting, or judgment.<br><br>Next, participants read their fears and post them on the chart paper. Again, there is no discussion, editing, commenting, or judgment.<br><br>Optional: Ask participants to move the sticky notes into categories as you discuss what is common about hopes and fears. Notice what sticky notes are unique but might still need attention. |
| Transition to community agreements (5-10 min) | Transition to the **community agreements** activity by asking questions such as "In order to maximize our hopes and minimize our fears, what agreements will we need (or do we need to revise)?"<br><br>At points throughout the process, revisit the questions: Are we on our way towards meeting the hopes of the group? Are any of our fears coming true? How might we pause/pivot/do things differently? |
| Community agreements introduction (2 min) | Share information about why groups might need agreements. For example:<br>• Agreements help youth and adults participate equally on a team<br>• Agreements name specific behaviors the team commits to uphold in order to achieve the goals<br>• Agreements help build trust and clarify group expectations<br>• Agreements support the team in achieving hopes and minimizing fears<br>• Agreements build trust and establish points of "reflection" during the process |
| Review sample agreements (2 min) | Have these written out on chart paper or a shared electronic file:<br>• We take care of each other<br>• We identify and interrupt power dynamics<br>• We listen from a place of love<br>• We honor the stories, experiences, and emotions people share with us<br>• We are patient, take breaks, and take care of ourselves |
| Agreement brainstorm (10 min+) | Give 2 minutes of individual think time: What do I need to work well on a team? What community agreements do I want the group to use or revise?<br><br>Ask people to share out their examples and record on the chart paper/electronically.<br><br>Examine the list and engage in whole group discussion :<br>• What's still missing?<br>• Do we need any additional community agreements, specific to our team to achieve our goal? |

| Topic (minutes) | Details |
|---|---|
| Building shared understanding of agreements (5+) | Pick one agreement<br><br>Brainstorm individually: If this norm was being followed what would it look like? Sound like? And feel like?<br><br>Share and discuss.<br><br>Move to the next agreement and/or expand into a separate activity to really dig into what each community agreement looks, sounds, and feels like for further clarity and understanding. |

COMMUNITY
DESIGN
PARTNERS