

## Poudre Runs Through It Study/Action Work Group

### Rules of Engagement



1. Everyone's input is equally important.
2. Only one conversation will go on at once (unless subgroups are working on a topic).
3. Respect the speaker: don't take part in side conversations; listen and ask clarifying questions.
4. Discussions and criticisms will focus on interests, not people.
5. Respect differences.
6. Share your experiences and knowledge.
7. Everyone is responsible for our success.
8. Address differences or conflicts directly and positively.
9. Keep up to date and be fully present.
10. Listen respectfully; sincerely try to understand the other person's needs and interests.
11. Don't dwell on things that did not work in the past, but instead focus on the future we would like to create. However, we can learn from the past without dwelling on it.
12. Use discretion when sharing what was said in the group with others outside the group. Avoid attributing to any particular individual anything that was said in the group.
13. None of us should talk to the press independently about what the group has "decided." Reagan will be the group's contact with the press.
14. If the group makes any decisions, it should be by consensus, following this definition of consensus from PRTI's Guiding Document: *For the PRTI to adopt or support a proposed action, there must first be consensus among the PRTI members to do so. We define consensus as having the firm backing of most, and at least agreement to not oppose by the others. We operate under a 1-2-3 framework, where 1) means you fully support, 2) means you support or can live with it but may have reservations, and 3) means you cannot support. If any action is proposed where most members fully support the action and a few oppose it, the opposing members must articulate the reason for their opposition and in good faith consider revisions to the proposal or action that would address the concern(s). Nothing in this process is intended to prevent members or groups of members from separately taking actions outside of the PRTI.*
15. If issues arise that distract the group from the current topic, they can be "parked" for future consideration.
16. If you have to miss a session, let Julie know ahead of time. Don't send a substitute.