

OHPC Group Norms

During the first One High Point Commission meeting, held on June 2, 2022, the members of the OHPC collectively discussed ideal participation guidelines which will eventually become group norms

Presented by Commissioners:

- **Mutual Respect** – it is okay to disagree, but it is not okay to attack shame, or blame anyone
- **Be Prepared** - put in the effort between meetings to help maximize the time of each session.
- **Be Honest** - share your real thoughts and views with the group
- **Be Committed** - put in the time needed to get the job done
- **Have Healthy Debates** – not arguments
- **Be Open** - to new concepts
- **Don't be Afraid** - to be specific or speak your truth
- **Know** - that you have the right to disagree
- **Don't be Jail of Truth Gatekeepers** - forgive, understand, and don't hold people back, move forward
- **Be Open to Opportunity** - your point may not be the best or the brightest in the room, consider the ideas of others in the group
- **Ask Yourself** - do you allow your biases to manage you, or do you manage your biases?
- **Hear to Understand** – hearing different views allows you to have the ability to listen to understand vs. listening to defend or respond
- **Feel Safe to Dissent** - groupthink can be dangerous
- **Be Great Together** – no one of you alone, will ever be as great as all of you together