NCAN COLLECTIVE AGREEMENTS

Speak Your Truth
Speak your truth, without fear of judgment. Sharing your experience allows you to dictate your story and be engaged.

Be Curious
Listen to colleagues fully. Understand that your perspective, and experiences, may be different. Alternative, and seemingly contradictory, perspectives can be equally valid. Try to reconcile multiple perspectives that may seem at odds with each other.

Embrace Difficult Conversations
Expect and accept non-closure. Be okay with not always getting answers or coming to an agreement on differences.
Respect silence. Question your own silence. Discomfort is part of the experience.

Take Responsibility
Mistakes happen. Own your mistakes and work to better your knowledge.
Practice self-grace and give grace to others. There may be times to step back, reflect and do some inner-work. Similarly, extend that benefit of the doubt to others. We are all striving to be better.

Strengthening Relationships
Operate with an open-door policy and understand that strong intra-staff relationships are necessary for an inclusive environment.
Affirm your colleagues when you see them taking a risk. Join colleagues and teammates in taking risks. Follow-up to affirm or validate those who took risks.

Confidentiality
Where appropriate, maintain confidentiality. Build mutual trust among staff. If a meeting is being recorded, alert attendees.

Informative Source: Promise 54, We can’t populate our way to inclusion: Relationships are the building blocks of inclusive culture