



PILLAR
nonprofit network

SHARED LEARNING AGREEMENTS

2024

Adapted from AWARE-LA , Communication
Guidelines for a Brave Space



What are Shared Learning Agreements?

Shared learning agreements prompt us to reflect on the ethical dimensions of our organizational and community spaces.

These agreements challenge us to consider critical questions:

Who feels safe within these spaces, and who does not?

Are our practices truly ethical and inclusive?

By explicitly addressing these questions, shared learning agreements help to ensure that every meeting and event centers on creating a safe, respectful, and inclusive environment.





Respect all voices and hold them as important

Focus on deep listening, refrain from making assumptions, and avoid assigning blame. Concentrating on behaviors and impacts rather than personal attributes fosters a collaborative and inclusive atmosphere conducive to learning and growth.

Lean into your own discomfort

By embracing discomfort and challenging biases, we can engage in more meaningful and inclusive conversations. We are all involved in a process of learning and unlearning.





Challenge each other with care and compassion and respect established boundaries

Challenge each other with care and respect boundaries set by others. Be open to being challenged by others and notice defensive and protective responses in yourself.

Expect and accept non-closure

Resist quick fixes and attempts to achieve closure or immediate solutions. Meaningful and sustained change requires trust building, deep reflection and ongoing dialogue. Leave conversations with the intention to continue with self-reflection and act on new information.





Acknowledge we are all on a journey and part of the journey is growth

Show up with humility and empathy, even if opinions differ. No one knows everything, but together, we know a lot. Be patient and accountable to one another. Speak up and address harassment and harmful language immediately.

Respect Confidentiality and Consent

Consider what is your story to share. What's said here stays here-what's learned here can leave here. Please note: Given concerns regarding data privacy, we do not currently permit the use of AI Transcription Tools in our learning sessions. See full statement.*



***A SPECIAL NOTE REGARDING THE USE OF AI TRANSCRIPTION TOOLS**

Currently, Pillar Nonprofit Network does not permit the use of AI transcription tools in our learning sessions due to the challenges of obtaining informed consent and the privacy risks associated with storing and processing data. Consequently, the AI Companion tool on Zoom will remain disabled. However, the live transcription feature, which provides real-time captioning of spoken content, will still be available as an accessibility aid.

While we acknowledge the operational efficiencies AI tools provide, we are carefully examining the ethical and privacy implications. As we evaluate these tools further within our organization, we are committed to openly sharing our findings and hope you will share your experiences as well, fostering an environment of mutual learning and knowledge exchange.



What is Pillar Nonprofit Network's Learning and Development Program?

Pillar's learning approach is aligned with our strategic priorities, which include:

- Sharing Knowledge and Resources: We bring communities together to share ideas and work collaboratively, spreading knowledge that leads to positive impact and change.
- Innovate and Adapt: Our programs are designed to teach organizations innovative and effective strategies, promoting resilience. These programs draw on the best practices from the social impact sector.

We facilitate opportunities for shared learning where communities can engage with and learn from each other, guiding the social impact sector toward transformative ways of thinking and working.