

The Community Commitment is an agreement that members of a program or other space make to support a positive emotional climate.

### The Community Commitment:

- Helps build and sustain emotional climates that support the well-being of everyone in the community.
- Creates a sense of safety, comfort, belonging, and empowerment for all who contribute to it.
- Creates environments where there is greater engagement and learning and better outcomes for all members of the community.

### Sample emotion words:

- Safe
- Valued
- Supported
- Included
- Inspired
- Respected
- Happy



### Sample behaviors to support positive emotional climates:

- Greet each other by name at the start of the program
- Acknowledge the ideas of others during meetings
- Put phones away during meetings and pay attention to others who are speaking
- Use support buddies to connect with in times of stress
- When someone is struggling, ask if they need help
- When having important discussions, pause to identify others who should be included
- Acknowledge positive effort and outcomes
- Use a calm tone and supportive language when addressing conflicts
- Create a shout-out wall and ask each staff member to add sticky notes with compliments
- Begin each meeting with time for staff to recognize someone who has helped them
- Create an "energy" box into which staff can insert inspirational quotes and draw them when they need a boost
- Do community-building activities at staff meetings
- Create a staff wall with each person's picture, birthday, and interests
- Acknowledge staff birthdays each month
- Ensure that all staff receive information and announcements that keep them up to date on happenings in the program