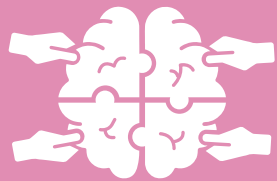# FIREFLY'S **COMMUNITY NORMS**

### Practice inclusive language
*Correct pronouns matter*
*No derogatory phrases or slurs*
*Person-first/person-centered*

### Lean into discomfort
*It's how we grow*

### Together, we know a lot
*Alone, we don't know everything*

### Uphold what's confidential
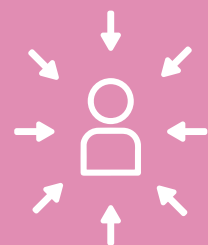*What we say stays here*
*What we learn leaves here*

### Make space, take space
*for everyone's voices*

### Spark joy in others
*Call people in, not out*

### "I vs We" Perspective
*Use "I" statements*

*For examples and more information, scan QR code*