

- Group Agreements
 - We will intentionally name and choose our norms and standards, including how we are structured, how we work together, and how we make decisions.
 - We will make and hold space in the coalition to identify and raise concerns about implicit norms and standards we are operating under and commit to openly discussing and addressing those directly as they arise.
 - We will make and hold space in the coalition to propose explicit group agreements and commit to openly discussing and addressing those directly as they arise
 - Seek to make tension generative
 - We work as a coalition and we operate collaboratively and collectively
 - Hold decision making together/no side deals
 - Assume best intentions, but address harm
 - Steering Committee members are empowered to speak and make decisions in this space on behalf of the organization they represent
 - We have transparency of resources around PFML within our organizations