



Water Solutions Network Compact

I _____, personally commit to honoring and upholding the following WSN values in all WSN sponsored activities:

- I am committed to diversity, equity, inclusion, and belonging and will be sensitive to making space and taking space in a manner that supports WSN's commitment to expanding leadership opportunities and that reflects California's rich diversity.
- I will uphold WSN's inaugural [Charter](#).
- I will show up as a collaborator and will approach discussions with curiosity and a commitment to solutions. I will be open to challenging my own "talking points".
- I will be respectful of others and self aware of how I show up, the energy I bring, and the power I have to facilitate constructive dialogue.
- I will strive for understanding and proactively invite discussion with those I may not feel that I have common ground with.
- I will be bold in my thinking and action.
- I will strive to cross boundaries and make connections in my work and the work of WSN.
- I will embrace collaboration and look for opportunities to expand the impact of resources, authority, or influence I may have, especially to make space for rising voices and expanding diversity and equity and working toward sustainability.
- I will respect my own and others' boundaries, including those placed upon me or others by my/our employer(s), and assure that no Network member is implicated by an action I take individually or in collaboration with other Network members.
- I will honor the trust built in WSN that allows participants to speak candidly and directly by not attributing anything said to a specific individual.

My signature indicates my personal commitment. I am not signing on behalf of my employer or representing my employer in any way.

Signature

Date

Note: This could be adapted for organizations joining the network and the leadership would sign on behalf of their organization and be asked to share the compact within their organization before organization members participate in WSN activities.

About the WSN Compact

The purpose of the WSN Compact is to assure that all who join-in and participate in WSN activities and events understand and agree to comport themselves according to the compact. It is best exercised compassionately by members in dialogue in real time as a means to hold each other accountable for maintaining the WSN environment that is seeded in the Cohort experience. The compact may also be used by the Steering Committee to address an individual's pattern of behavior according to the process below and as a tool to orient those new to the Network.

WSN Orientation

Before signing the Compact all potential new WSN participants must participate in an orientation by an existing WSN member. The potential new WSN member will be asked to sign the compact at the conclusion of the orientation. The WSN member providing the orientation will serve as a mentor to the new member for a period of at least 6 months, regularly checking-in with the new member, and assuring that the new member is understanding and fully embracing the WSN environment.

Corrective Action

WSN members are encouraged to make an effort to communicate directly with members who are perceived to be violating the Compact. If direct communication does not work or if the observing member is not comfortable entering into direct communication, he/she/they may report the violation confidentially to the Managing Director. The Managing Director may elect to directly communicate with the individual perceived to be violating the compact, suggest a mediated conversation between the observing member and the member perceived to be violating the compact and/or may refer the situation to the Steering Committee for consideration and further action which may include suspending or ending the individual's membership, as appropriate to the circumstances.

Note: The Compact is designed for use in maintaining the WSN culture and environment. Harassment of any form transcends this Compact and should be reported immediately to the Managing Director. If the Managing Director is the perpetrator, harassment should be reported immediately to any member of the Steering Committee.

Final Review by Committee of the Whole September 21, 2021