

**Code of Conduct**  
**Custer-Gallatin Working Group**  
**Collaborative**

*A member of the collaborative will:*

- *Help create a respectful and productive working climate.* We will speak our minds freely, but be brief and to the point so others may also speak. We will not rant or get on a soapbox. We will respect and comply with the behavior directions given by the facilitator. We will use a good faith effort to resolve differences through a peaceful process.
- *Endeavor to attend all meetings of the Collaborative and assigned committees.* Recognizing that there are inevitable conflicts in scheduling that may prevent full attendance, the member will seek to be informed of actions taken at meetings at which the member is absent.
- *Come prepared to all meetings.* The member will read materials submitted in advance of meetings and complete assignments accepted. We all value the importance of time well-spent in meetings.
- *Participate actively in meetings.* Only through constructive dialogue among diverse stakeholders can we achieve our purpose.
- *Participate in and commit to complete committee work.* It's where the rubber meets the road.
- *Challenge ideas, not people.*
- *Give the same priority to solving the problems of others as your own.*
- *Speak with candor.* We need to be forthright with each other, avoiding the creation of false expectations, even as we strive to find points of agreement.
- *Treat others with respect, and listen carefully.* We each bring different perspectives and histories to the Collaborative. No member and no viewpoint is less deserving than another to be heard.
- *Value one another's experiences.* We will actively seek out differences of opinion. Disagreement can improve the group's opportunity to create better decisions.
- *Support the decisions of the Collaborative.* Each member will report faithfully to third parties about the activities of the Collaborative and support the decisions of the Collaborative among colleagues and the public, even (especially) when it involves risk-taking beyond the comfort zone of one's core constituency.
- *Hold oneself and other members accountable to adherence to the purpose, convening values and goals of the Collaborative.*