



EWRI Values for Meeting Behavior

The Institute relies on Robert's Rules of Order as a definition of the process governing meetings, but that document does not address the tone and culture particular to meetings at our Institute. We believe that accepted professional norms are the foundation for behavior at meetings, but we understand that explicitly articulating the things we value clarifies and strengthens them. To that end, the following points summarize some of the characteristics that our membership has identified as valued behavioral norms at meetings:

1. We act honestly, fairly, and in good faith. We accept the reality of confusion, errors, and variations in interpretation, but we do not tolerate willful departures from the truth.
2. As well as being frank about our mistakes, we are non-judgmental about mistakes by others. Constructive sharing of errors is a foundation to advancement, and negative lessons learned can be as instructive as positive ones.
3. We are diligent in delivering what we promise, and we recognize that participating in a committee involves an implicit promise of performance. We arrive prepared and we participate in meetings we've agreed to, or that are a regular consequence of a position we hold. If we can't be there, or if we don't engage when we are present, we make way for others.
4. We hold the meeting at the meeting. If we disagree with a result, we work to revisit it formally and professionally in a subsequent meeting or through some other formal redress process; we do not conspire to defeat a finding after the fact. We communicate results and discussion summaries to third parties professionally, honestly, courteously, and constructively when we agree with them, and, most importantly, when we do not.
5. We value diversity, and tolerance of differences, professionally expressed, is a prerequisite to open communications. We never begrudge the frank, but courteous, expression of differing perspectives by others.
6. We are respectful and professional in our interpersonal dealings, actively listening and encouraging collaboration. We state facts as facts, opinions as opinions, and avoid casting aspersions or speculating as to motivations of others.
7. We work to develop general agreement on issues. Cooperating to achieve common goals is valued over dogmatic insistence on a particular position. Diversity in perspective can coexist with a consensus on the best course of action.
8. We are accountable to our constituents. When we are elected to a position, our first responsibility is to represent our constituency, by doing our best to understand their preferences, and by representing them faithfully.
9. We care for others and strive to not only exhibit these norms for ourselves but promote and encourage others to exhibit them as well.