



Latina Leadership Agreements

(Ethics Guidelines for HOPE Program Participants)

As leaders committed to empowering our communities and fostering a supportive environment, we embrace the principles of integrity, respect, and curiosity. Inspired by the Four Agreements by Don Miguel Ruiz¹, and with a commitment to high standards in disagreement and debate, we pledge to uphold the following Latina Leadership Agreements:

1. Be Impeccable with Your Word:

- We commit to speaking with honesty and integrity, ensuring our words uplift and inspire rather than harm or create discord.
- We recognize the power of our words in shaping our community and fostering positive relationships.
- We refrain from engaging in gossip or negative talk about others, instead giving each other grace and the benefit of the doubt.
- Recognizing the impact of our words on relationships and reputations, we choose to uplift and support one another.

2. Don't Take Anything Personally:

- We understand that each leader has unique perspectives, experiences, and priorities.
- In disagreement or debate, we strive to separate ideas from individuals, focusing on the merit of arguments rather than personalizing differences.

3. Don't Make Assumptions:

- We commit to seeking clarity and understanding by engaging in open and respectful communication.
- Before making judgments, we will ask questions and actively listen to ensure accurate comprehension.
- We will be sure, when possible, to check data and sources of information to understand whether there is any inherent or implicit bias in what we are learning.

4. Always Do Your Best:

- We strive for excellence in our leadership roles, acknowledging that our best efforts contribute to the collective success of our community.

¹ The Four Agreements by Miguel Ruiz was published in 1997 as a personal code of conduct based on ancient Toltec wisdom. To learn more visit <https://www.miguelruiz.com/the-four-agreements>.

- Recognizing the importance of balance, we prioritize self-care and well-being to sustain our commitment to service.

5. High Standards in Disagreement and Debate:

- We approach disagreements with the intention of finding constructive solutions that benefit the community, even if that means conceding on certain points.
- We engage in debates with a commitment to maintaining respect, avoiding personal attacks, and focusing on the issues at hand.
- We acknowledge that disagreements are inevitable, and when faced with differing opinions, we engage in thoughtful dialogue, seeking common ground and understanding.

6. Open-Mindedness in Leadership:

- We celebrate diversity of thought within our group of leaders, recognizing that different perspectives enrich our collective understanding.
- We remain open-minded and curious, embracing the strength that arises from diverse experiences and viewpoints.

7. Foster Unity Despite Differences:

- We acknowledge that we may not always share the same political views or voting preferences. Despite these differences, we commit to fostering unity and collaboration for the greater good of our community while learning to respect each other's positions.
- We lead with empathy, recognizing and validating the diverse experiences of all people and strive to create an inclusive and supportive environment that uplifts all voices.

8. Value Democracy and Advocate for the Voiceless:

- We uphold the principles of democracy, recognizing the importance of civic engagement and the right to vote.
- We commit to speaking up for those who do not have a voice or a vote, advocating for equity and justice.

9. Embrace Grace and Second Chances While Holding to a Higher Standard:

- We recognize that each of us is human, and we may at times fall short of our own expectations.
- We believe in the power of grace and second chances, understanding that growth and redemption are integral parts of the human experience.
- We strive to extend grace and second chances while upholding a higher standard to foster a culture of understanding, forgiveness, and resilience within our leadership community, contributing to the collective growth and success of all.