



# Stay Connected

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# Teens Grow Greens Staff Norms Zine

Prepared BY TCG Staff, Designed by CR8TV NRGY LLC

# THANK YOU!

**FOR WORKING TOWARD A STAFF CULTURE WHERE EVERYONE CAN BE THEIR AUTHENTIC SELVES.**

**THE TEENS GROW GREENS TEAM HAS BEEN SPENT LOTS INTENTIONAL TIME OVER THE COURSE OF THE PAST FEW WEEKS TO LEARN THE IMPORTANCE OF BUILDING BELOVED COMMUNITY AND A CULTURE OF BELONGING WHERE EVERYONE CAN GROW AND THRIVE.**



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## TEXTS + TOPICS + THEMES THAT GROUND THIS WORK:

- **BELOVED COMMUNITY- BELL HOOKS**
- **RESTORATIVE PRACTICES**
- **DIGNITY CENTERED PRACTICES**

**"WHAT WE DO IS FAR MORE IMPORTANT THAN WHAT WE SAY OR WHAT WE SAY WE BELIEVE." – bell hooks**



# REFLECTION

**Teens Grow Greens  
agrees to work  
together as a team.  
We understand this  
requires commitment,  
communication, love,  
accountability,  
resolution, joy,  
innovation and more.**

# AT TEENS GROW GREENS WE CHOOSE EVERYDAY TO EMBODY THE FOLLOWING AGREED UPON STAFF NORMS:

We **represent** in words and actions our vision and mission.

We **respect** ourselves, each other, and the communities in which we work by centering our genuine, authentic selves.

- showing compassion and empathy to each other.
- speaking and acting from informed mindsets.

We **value self-advocacy** by

- Creating space to safely communicate our personal needs, capacities, and limitations.
- Honoring our organizational capacity, both internally and externally.

We **encourage** curiosity and creativity, mistakes and risk-taking. We center joy and playfulness.

We **celebrate** our work, milestone, and growth.

We **recognize** the importance of conflict and will work through it when it arises.

Most of all, we keep **dignity** at the forefront of our work, relationships, and impact.

