

National Community of Practice Programming for Peer Support Workers

Discussion Guidelines

Please note: This group agreement is a starting point. Participants are invited to suggest additions or adjustments at the beginning of each session so that we can co-create a space that feels brave, inclusive, and relevant.

Purpose of the Space

This Community of Practice is designed to:

- Strengthen peer support knowledge and skills
- Explore how peer support values and competencies apply in real-world settings
- Share experiences, challenges, and promising practices
- Build connection and national collaboration across the peer support workforce

The focus of our conversations is practical application and collective learning.

Purpose of the Space

Awareness of Social Location and Power

- Recognize that we each hold different social locations, identities, and lived experiences
- Be mindful of how power and privilege show up in ourselves, in our workplaces, and in this space
- Intentionally create room for voices that are often marginalized, underrepresented, or silenced
- Notice when we may be taking up space and practice stepping back to allow others in



Welcoming and Inclusive Space

- Use respectful, inclusive, and non-judgmental language
- Listen to understand rather than to respond
- Remain open to perspectives that challenge our assumptions
- Value the expertise that comes from lived and living experience

Shared Participation

- Make space for different voices and forms of contribution (verbal, chat, reflection)
- Avoid interrupting
- Speak from personal experiences and perspectives, without pressure to disclose personal details

Confidentiality and Privacy

- Respect the privacy of participants
- Do not share identifying information outside of the session
- Do not record or screenshot session
- As often as possible, join from a confidential space

Trauma-Informed Participation

- Be mindful of how stories and examples may affect others
- Generalize experiences where possible
- Step away, turn off video, access support from fellow participants, or reach out to a facilitator support if needed