



MAPC Council Meeting Norms and Zero Tolerance Policy

Unanimously approved by MAPC Executive Committee, February 25, 2026

Overview

To help foster a welcoming, inclusive, and equitable gathering, this document outlines MAPC's Council Meeting Norms and Zero Tolerance Policy for Violence, Harassment, and Discrimination at MAPC Council Meetings.

Context

Guided by our long-range regional plan, MetroCommon 2050: Shaping our Region Together, we envision a more welcoming, inclusive, and equitable Greater Boston where everyone can thrive. We strive to create a region that is equitable, collaborative, and values culture and diversity. To achieve these ends, we seek to bring people together from different backgrounds and across municipal lines to understand and appreciate each other's commonalities and to solve problems together.

We are committed to creating spaces that are welcoming, inclusive, and equitable for everyone who lives, works, or visits our region. However, we acknowledge that our work to these ends is ongoing and imperfect. We recognize that when people come together there is the possibility of power imbalances, harm, or discomfort. We will not always get it right, but we are committed to learning, repairing harm when it occurs, and continually improving together.

Council Meeting Norms

Creating a welcoming, inclusive, and equitable gathering requires the participation of everyone in attendance. We therefore ask that all MAPC Council Members share the responsibility for upholding the following norms:

- Welcome one another and support each other
- Everyone is here to learn, and everyone brings expertise
- Listen for understanding, not disagreement
- Speak from your own experience; make "I" statements
- Step up, step back: take turns speaking, make room for others to speak



- Use plain language that's easy to understand and free from acronyms
- Take care of yourself and meet your needs

Zero Tolerance Policy for Violence, Harassment, and Discrimination

MAPC maintains a zero-tolerance policy toward harassment, violence, or the threat of violence, by any of its employees, anyone who conducts business with MAPC, and/or any attendee of our events. It is the intent of MAPC that all events and convenings are free from intimidation, threats, or violent acts. We acknowledge that these actions are disproportionately used to target marginalized communities, and they will not be tolerated. This includes harassment, threats, physical attacks, or property damage. We ask that if you see an instance of harm occur you notify an MAPC staff member or the Council President.

In the event of violation of any part of this policy, the Council President or MAPC Executive Leadership may implement remedial action. Such actions may include but are not limited to asking or requiring the violating party to leave the meeting or deciding not to include the violating party in future Council Meetings.