



Training Agreement

Better Health Together is a Washington nonprofit corporation, that convenes cross-sector leaders across six counties of eastern Washington to radically improve the health of the region. Its vision is an integrated community health system, accountable to improving health through delivering quality whole-person care and addressing health inequities. In short, Better Health Together, tackles health inequities throughout eastern Washington.

To further this vision, Better Health Together, and/or its employees, agents, affiliates, and/or consultants (referred to collectively as "BHT"), is providing equity and anti-racism trainings ("Training") to support participants in applying an equity lens to their work.

BHT advocates for policies centered on accountability, accessibility, and affordability. They disrupt the status quo by facilitating conversations and partnerships that level the playing field for community health throughout our region.

Conversations that involve equity and anti-racism can be emotionally challenging. BHT commits to doing its best to modify Training if necessary, to accommodate emotional processing and regulation. Creating an environment that supports learning and actively promotes change is paramount and all parties must be committed to that goal.

By my signature below, I acknowledge and agree as follows:

1. I am voluntarily participating in the Training. BHT is relying on my acknowledgement and agreement to these terms.
2. BHT asks participants to reflect on personal experiences as well as stories and data in the Training. The Training may provoke or invoke an emotional response and strong feelings, including discomfort, anger, fear, guilt, distress, anxiety, joy, grief, and healing.
3. Participants will be required to engage in small group discussion in the Training to reflect on personal experiences, in context with elements of the Training curriculum. The extent to which participants choose to share personal experiences in these conversations is completely voluntary. Topics in these conversations may be new or challenging, and interpersonal conflict may arise between participants during the Training. I agree to use my best efforts to adhere to the ground rules established during the Training, and otherwise act with respect and courtesy of BHT and the other participants during the Training. Some level of emotional response is expected and healthy in response to the Training, however should moments of emotional distress arise in participants, BHT staff will modify Training to the best of their ability to accommodate emotional processing and regulation. I further agree to maintain the confidentiality of discussions between participants during the Training.
4. To the extent allowed by law, I release, waive and discharge BHT, and agree to indemnify, defend, and hold BHT harmless from and against, any and all damages, liabilities, causes of action, costs, fees, claims, and expenses (including, without limitation, attorneys' fees and court costs), whether known or unknown, suspected or unsuspected, matured or unmatured, of any kind or nature whatsoever, whether in tort, contract, or otherwise, arising out of or related to the Training ("Claim").
5. If a dispute arises concerning this Training Agreement, the Training or regarding any Claim, I agree that I will notify BHT in writing and attempt to resolve the dispute informally. If such attempted resolution is



unsuccessful within five (5) days following the notification of BHT, I agree that I will participate in a mediation with BHT through JAMS, using JAMS mediator selection process, which shall be conducted in Spokane, Washington, with each party paying one-half of the cost of the mediator and such party's own attorney fees and costs. If the mediation is not successful, I agree that I will participate in arbitration with BHT through JAMS, using JAMS arbitration rules and procedures along with JAMS' arbitrator selection process to resolve the dispute, which arbitration shall be conducted in Spokane, Washington. The substantially prevailing party shall be entitled to reimbursement of their reasonable attorneys' fees and costs, unless prohibited by law. The arbitrator's decision will be binding upon the parties concerning the dispute. BHT will not be precluded from seeking injunctive relief in court concerning the covenants regarding confidentiality.

6. The terms of this Training Agreement are governed by the laws of the State of Washington. If any term or provision of this Training Agreement is held to be illegal, unenforceable or in conflict with any applicable law, the validity and enforceability of the remaining portions shall not be affected and are deemed to be independent and severable.

BHT recognizes that partaking in this work can be challenging and uncomfortable. We also know that together, we are building community knowledge. If we misstep we want to work together to resolution, not sue each other. By offering the Training and the delivery of this signed agreement, BHT will have accepted this agreement.

Participate Signature: _____

Date: _____

Printed name: _____

