

Diversity Committee Meeting Group Agreements

For our meetings:

These are some agreements that have been used throughout the community with many different organizations, committees, coalitions, and gatherings that I thought could be applicable to our committee and potentially with public testimony. I wanted to add the perspective of agreements, rather than rules. Rules are usually one-way (one person deciding what the rules are), binding, and often with direct consequences if broken. Agreements are collaborative, and an active practice and conversation. And while there may be consequences for breaking agreements, they still lend space for conversation and resolution. Agreements are also meant to be active reminders for ourselves and the group, instead of relying on passive reminders, golden, unspoken rules or guidelines. (What do we want to agree to do together, how do we want to contribute and work together, and under what environment?) I added explanations next to each one for more context. Some may seem redundant or common sense, but you'll be surprised what we need to uplift in group and public settings. Feel free to comment, add, and suggest!

- *One Mic, One Voice - Respecting everyone's opportunity to speak, and speak fully. Being mindful that meetings are recorded and audio needs to be clear.*
- *Safe Space, Brave Place - Taking the initiative to actively and intentionally make our meetings safe for all members of the community and committee members. Lending space for people to be honest, make mistakes, learn, and be accountable in respectful and mindful ways.*
- *Throw Glitter, Not Shade - using language to uplift each other, even when we disagree, like saying 'Yes, and..', instead of, "No, but..."*
- *Respect Time, Place, and Each Other - being mindful of the time we have together at committee meetings, and the work done outside of those meetings. Being mindful of the buildings, communities, and lands we are on and what that represents. Being mindful of each other as a team, our struggles, our beliefs, and holding space for us to be our full selves together.*
- *W.A.I.T (Why am I talking? Why aren't I talking?) - Checking in with ourselves during conversations, and being aware of what we are contributing, or not, and why. Maybe if we tend to talk a lot, maybe stepping back to let others contribute, or calling in someone who hasn't spoken in a while. If we tend to be quiet, maybe stepping up and contributing more, or communicating when we need to step away, don't feel like we know enough and want to research, or that we just want to listen for right now so people understand where we are at.*
- *In Every Chair A Leader - understanding that we are all leaders in our own way and we are here together for a reason, and that we work with other amazing leaders as well. We are all important and we all have something to contribute.*
- *"Oops, Ouch", Assume Good Intention but name Impact and Harm, - A practice to be accountable to our words and beliefs we may need to unpack. We all come from different backgrounds and journeys. We need to be able to trust one another that we mean no harm, but understand that when we do say/do something harmful or discriminatory, we can name that harm,*

address it, and resolve it. Ex: Saying “Oops!” when I recognize that I said something discriminatory, which acknowledges my mistake and lets others know that I acknowledge it too. This gives me time to fix my mistake, and learn more. Saying “Ouch!” when someone says something discriminatory redirects my initial reaction to communication in a way that allows that person and others to recognize that harm, an opportunity to address it and learn my perspective constructively.

- *What is learned here leaves, what is said here stays - Protecting the confidential and honoring people’s stories. Understanding that our meetings are recorded, there are still times where people may share deep and personal experiences. It is our place to hold space for those times in our meetings, and not with others without expressed consent. We can take what we’ve learned in those spaces and apply them to our work, lives, and relationships.*
- *Be Present - We are all taking the time to be here with each other. We need to check in with ourselves and each other to make sure we can give our full attention. Taking care of our needs, and each other.*
- *We Can’t Solve Everything (yet...) - We deal with complex and sometimes hard topics, decisions, and situations that might not come to a clean conclusion, as a committee, and as a community. And that’s ok! We may disagree, and we may not have the power to create something we really want to. But we need to allow ourselves to take the time and space to work through our challenges, goals, and directives, but also hold ourselves accountable for the things we can do together. Ex: While we can’t solve the entirety of the issues of racism in our community and things outside of the jurisdiction of the committee and District (yet), we can guide the Board and District on actions, celebrations, and protections with racial equity, ethnicity, nationality, and culture. We can review and advise on certain ARs and policies concerning race, ethnicity, and nationality. We can draft resolutions celebrating race, ethnicity, and nationality. We can hold space to hear issues of race, ethnicity, and nationality. So the yet is not a cop-out, but rather a commitment to do the things we can do and to do them well.*

For Guests/Public Testimony:

- One Mic, One Voice
- Safe Space, Brave Place
- Respect Time, Place, and Each Other
- We Can’t Solve Everything (yet...)
- What is learned here leaves, What is said here stays