



SHARED MEETING AGREEMENTS

Use "I" statements - this helps to ensure that I (and each of us) are speaking for ourselves.

Make space, take space - we want to make sure that everyone has a chance to speak and contribute. So, if you tend to speak up a bit more, we ask you to make space for others to speak. And if you tend to speak up a bit less, we ask you to take some talking space.

Confidentiality - we hope to get to know each other and share a bit about ourselves during this call, and we also want to respect what is shared by keeping it in this space.

Both/and thinking - rather than simplifying complicated questions or realities into either/or, this agreement asks that we work to embrace that more than one thing can be true. This means allowing for multiple and creative possibilities that may not seem immediately apparent, and encourages us to slow down as a way to challenge the urgency that is deeply embedded in White supremacy culture.

OK to disagree – we want to make space for disagreement and differing opinions.

Impact matters more than intent - part of building a culture where it's okay to disagree is also about how we recognize "ouches." This last agreement is about trusting that everyone is here with the best intentions, while also recognizing that the impact of our words and actions is what matters. We want to build a space in which each of us can name the impact or the ouch that may occur and then the person who may have caused an ouch, regardless of intentions, can take responsibility for the impact.

Honor personal identity - call people and groups by the names and pronouns they want.