



# JOURNEY FOR JUSTICE ALLIANCE

## **EXAMPLES OF COMMUNITY AGREEMENTS/NORMS TO SUPPORT EQUITABLE PARTICIPATION IN MEETINGS OF ALL KINDS**

**This list is not complete. We welcome suggestions for more. And of course, these are to choose from, depending on the context for the meeting.**

- 1. Move Up/Move Back**
- 2. Make Space/Share Space**
- 3. 1,2,3 then Me**
- 4. One Mic- Only One Person at a Time**
- 5. W.A.I.T. - Why Am I Talking?** Is it to prove a point, at the expense of other people's experiences, to meaningfully contribute, to share a new perspective, etc?
- 6. Land the Plane-** try to make your point and not make speeches
- 7. Cookie Dough-**You don't have to wait for the perfect time to speak, even if your thoughts aren't fully formed, etc.
- 8. Speak from your own experience and learn from other's experience**
- 9. Use I Statements**
- 10. Oops/Ouch (because we know we will make mistakes)**  
If a comment is shared that offends others, the person who made the comment acknowledges the hurt/discomfort that it caused by saying "oops"  
If you feel offended/hurt by someone else's comment, you can acknowledge that with "ouch"
- 11. It's okay to disagree, but not to shame, blame, or attack self or other**
- 12. Assume Good Intentions of Everyone in the Room/on the Zoom, and at the same time, *be aware of the impact* of your actions, even well-intended one**
- 13. Confidentiality-** what is said in the room, stays in the room (zoom); what is learned/decided in the room, is shared

**Ask " what else do you need to participate fully ?"**



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