



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 ?"



JOURNEY FOR JUSTICE ALLIANCE