

Group Agreements

Treat each other with respect and dignity. No one is disposable. We come from different backgrounds, abilities, identities, and experiences in which we strive to honor and value.

Unequal systems exist. We are not here to argue the existence of white privilege, racism, patriarchy, classism, colonization, and other forms of oppression. Together, we will ensure that we are not replicating these very systems we are trying to fight.

Everyone is capable of doing harm and being harmed. We ask to allow space and compassion for people to make mistakes and to learn from them. We ask that people be accountable to each other and try to meet each other where they are at.

Be intentional. We will all think about what we can contribute to this space, and beyond. We will use gender inclusive language. There will be mindfulness around speaking for "I," and not assuming "we."

Move up, move back. Everyone is invited to participate, to be present, and to be contribute to discussion. If you tend to talk a lot, try to actively listen more to others. If you tend to listen a lot, try to add your voice the best you can.

Limit use of jargon, explain terms. We will break down acronyms and do our best to establish a shared understanding of key phrases.

Take care of needs. We will make time to actively take care of ourselves and each other. Be flexible, if agenda takes any shifts. We should all honor care throughout these trainings and in our activist work.

Expect a lack of closure. We aren't going to be able to solve all the problems we're facing in this space. The conversations cannot end here and must continue!