

# Introduction to the Police Equity Advisory Space

## Recording Notes

These are public meetings and are able to be recorded and taped.

We request that any member or person recording make clear to their intent to do so to the committee before doing so out of common courtesy.

## Ground Rules

**Brave space-** We will create an open, honest, and nurturing environment so that everyone feels supported. Everyone commits to practice both active and reflective listening skills; this is a safe space for individuals to share. Safety and comfort, however, are not the same thing; discomfort and difficult conversations may at times be necessary and useful when discussing and exploring issues of equity.

**Respect-** We will respect the views of others; keep an open perspective; critique issues, not people; and, exercise self-awareness around use of time.

**Accountability-** We will take responsibility for the success of the meeting, start and end meetings on time, and aim to provide solutions for issues or concerns that are raised. Digital devices should be used sparingly, for time sensitive matters only. We will each attend meetings regularly, or communicate in a timely manner when we cannot attend.

**Ongoing Learning-** We will challenge ourselves in our own learning and understanding, and will acknowledge that others may be at different places but are all headed in the same direction. We will strive to mentor each other through sharing tools, strategies, resources, and by modeling positive engagement.

**Discretion-** While honoring the privacy of council members, we are encouraged to share insightful or impactful examples of lessons learned which may come up in meetings with others outside this group.

**Active Participation-** We vow to be more than observers in the process. We are active participants who are accountable for our own comments and who work powerfully together to provide solutions to the problems which are discussed.

## Speaking Protocols

Raise your hand (located next to your name on the participants tab or in your reaction tab). We will call on members in order they raised their hands. Please lower your hand when done. Don't interrupt and be mindful of your participation; allow others to participate. You are also welcome to comment in the chat. Please mute your microphone when you are not speaking and please silence your devices as much as possible with you are to be considerate individuals with noise sensitivities.

## Engaging in Equitable Dialogue

*Listen deeply:* We want to understand, and allow people impacted the most to speak first

*Step up, step back:* if you are usually quiet, talk and if you speak often give others the opportunity to participate

*Be mindful of your privileges:* Do not minimize or claim to understand experiences that you do not share." Connect with people while seeing them as a whole.

*Use "ouch" and "oops":* To acknowledge hurtful behavior and not be accusatory, in an "Ouch" moment we pause and ask how is this hurtful? In acknowledgement the person offending can say "Oops" and asks why is this a hurtful comment. This is a teaching moment that makes us accountable for our words and behavior and it is part of our growth.

*Shared responsibility:* We all need to point out an "ouch". Choose to call someone in to a conversation when there is a hurtful moment that needs to be interrupted.

*Self-disclosure is self-decided:* Do not call out or ask others to speak. Speak for yourself.