

Group agreements

1. Notice when you are speaking much more than others on the committee and take a step back when necessary to allow other voices the space they need to emerge
2. Notice when you are speaking much less than others on the committee and find opportunities to vocally contribute so that others gain the benefit of a new voice
3. Listen to each speaker and ensure that only one person speaks at a time
4. Remain respectful of all people and groups
5. Be willing to learn
6. Be willing to change
7. Separate the issue from the person
8. Agree to disagree when necessary
9. Decide not to take things personally
10. Make no assumptions except for best intentions
11. Use “I” statements (everyone speaks from their own experiences)
12. Avoid generalizing (especially about groups of people)
13. Correct gently, but do correct if something is said that is incorrect or offensive
14. Logistically speaking, please use your hand-raise function and allow the facilitator to call on you to speak, which will make things run smoothly when we have this many folks in the meeting.