

Guidelines for Reparations Conversations

To add more feedback →

When We Speak

1. Listen, and then listen again. Give yourself space to think and not react
2. Participate fully, and give space to let others talk when appropriate
3. Keep an open mind (i.e, assume you can learn from everyone in the room)
4. Consider different points of view
5. Listen/Participate from what's important to you
6. Use "I" language (we can only speak for ourselves, not for a group), don't make uncharitable generalizations if you don't have the facts present
7. "One mic" – One person speaks at a time
8. Confidentiality – It may be very important for participants to know their personal experiences will not be shared broadly.
9. Be respectful toward one another

Vocabulary

Enslaved vs Slave - [article explaining](#)

Black people vs Blacks - as a committee we are committed for the comfort of those within the committee, to use the terminology 'Black people' when referencing a plurality, rather than 'Blacks'

Logistics

For voting members, please feel free to unmute yourself and speak. Also, use the raise hand function, or type in the chat if you would rather be called on.

- The co-chairs (Ifeoma Ayika and Victor Adejayan) are facilitators and will monitor both the chat and other zoom functions to ensure that individuals are being called on.

For general body members, we will have time for introductions in the beginning of the meeting, and time for public comment to the end of the meeting.

- Co-chairs will stay at most a half hour after the official meeting to listen to questions, comments and concerns.

How We See Each-Other

1. Honor differences and always center them (family of origin, culture, orientation, race, class, gender, ability)
2. Treat every comment with the expectation of good intent.
3. Everyone brings wisdom and significance to the conversation

[Diversity Style Guide](#) - gives accurate and correct language for diverse terms