

## **Culture as Care Caucus Community Agreements**

1. **Assume good faith but embrace accountability** - Even if you disagree, assume good intentions. However, if someone is doing something harmful, even unintentionally, call them in. Remember to hold yourself, and each other, to account. **Don't Assign Motives.** Assuming good faith includes not assuming you understand other people's motives for taking or supporting a particular position
2. **Make "I" Statements** - Rather than objective assertions, statements framed as "I think..." and "I feel..." and "In my experience..." should be used in political and philosophical discussions.
3. **Progressive Stack** - This is a method of ensuring that voices that are routinely submerged, discounted, or excluded from political conversations get a chance to be heard. In practice it means prioritizing the input of people with marginalized identities as well as those of individuals who don't speak often.
4. **Use content warnings** - when bringing up topics of violence, acute instances of abuse, or sexual assault, say that you are going to do so in case someone doesn't feel emotionally ok with sitting through such a description.
5. **Prioritize a positive vision** - Be solution focused. Critiques are welcomed but should also have suggestions for improvements.
6. **Don't be Afraid to Apologize or Ask for an Apology:** Comrades should be comfortable asking for resolution through apology, and comrades should freely offer apologies with the understanding that cooperation is built through mutual understanding and trust. Be courteous with each other's emotional selves (a part of us that operates with a different logic than our cognitive / "rational" minds).
7. **Address Behavior, Not Individuals:** If the course of a conversation or discussion has become contentious, address the behavior causing the problem rather than attack the individual(s) involved.
8. **"Share the Air":** Members should be aware of how often they are speaking or interjecting, and make an effort to save their comments or questions if they are interrupting or dominating the conversation.
9. **Mindfulness of Jargon:** Everyone should feel comfortable expressing themselves, try to either avoid the use of jargon / in-group speak, or clearly define terms and spell out acronyms.
10. **Act Comradely**
  - a. Accept that there will be disagreement with regards to tendencies. We can still be comrades! Accept that we will all be on the losing side of an argument at one point or another. That doesn't necessarily mean our voice has been repressed.
  - b. Act and assume good faith. Comrades are not duplicitous. Trust each other.
  - c. Deal with each other directly. Don't speak ill of each other
11. **WAIT - Why Am I Talking?**

- a. Be an active listener. Aspire to listen more than you speak
- b. Pause before deciding to speak and consider what your voice is meant to contribute.
- c. Reasons to consider not speaking:
  - i. Talking for approval and to be overly helpful
  - ii. Talking to control and take charge of the situation
  - iii. Talking to complain and whine about all you don't like

**12. The use of Rusty's Rules helps address the following issues:**

- a. **Identify Goals and Objectives for the Meeting:** Friction is more likely where meetings do not have clear purposes and outcomes, so agendas should state with what the objectives and goals of a particular meeting are.
- b. **Respect the Facilitator(s):** Members should be aware of the facilitator(s) and their responsibility to ensure a comradely and productive meeting.
- c. **Respect who is speaking:** Listening to your comrades means not speaking over them
- d. **ELMO - Enough, Let's Move On -** The objective with "Enough, Let's Move On" is to acknowledge that the point has been made and get everyone back on track. E.L.M.O. allows you to recognize a person's issue without allowing an entire group's time to be taken hostage by a single Topic. Respecting everyone's time by keeping the agenda moving also helps prevent other attendees from mentally (or literally) checking out.
- e. **Be mindful of people's emotional & physical constraints -**
- f. **In our organizing, outreach, & one-on-ones:**
  - i. We will not pressure anyone to share personal information, especially that of a traumatic nature. If personal traumatic information is shared, under no circumstances will it be used in any manipulating manner - i.e. to leverage commitment through shame or otherwise, etc.
  - ii. We will be fully transparent about our goals and structure