



Sample Group Norms for Anti-Racist, Equitable + Inclusive Meetings

Checking Privilege, Sharing Space, Sharing Power

- Confidentiality – no sharing what is said in this session without permission of the group or individuals
- Move in, move out (3 then me)
- Own your impact as much as your intent
- Take personal responsibility for another person's success

Creating Shared Understanding

- Practice active listening (over working on your comments while others are speaking)
- Sit in the other person's shoes (hold the person's interests as your own)
- Ask questions that check the accuracy of your assumptions

Group agreements to dismantle racism, patriarchy and other forms of oppression should have a goal. Here are four along with behaviors that help groups pursue these goals.

Questions for Team Members

- How will we know? What would it look like and sound like to practice these agreements? What does it look like and sound like when we aren't?
- Which of these working agreements do I personally need to practice so that I can be a stronger, more supportive team member?
- Which of these working agreements do I need the team to commit to practicing together so that I can more fully participate?



Building Trust

- Respect privacy -- no referencing personal information or relationships in conversations about work
- Recognize when you are triggered and acknowledge it (first with self, then with others)
- Ouch and educate in real time. Lean into the ouch.
- Don't Yuck, My Yum - When group members share their likes and dislikes, respect their personal opinions and preferences – do not shoot them down.
- Name and notice (without judgment) shifts in energy (withdrawal, agitation, anger, side conversations, tears) within individuals and the group and investigate with love
- Differ respectfully
- Hold each other accountable (with love and respect)

Personal Growth

- Emotions are okay – probe what's behind them instead of rushing past them (with self, and with others)
- Be open and honest – recognizing that power dynamics in the room may make it difficult for some to open up. Be willing to create different spaces that foster safety to be open and honest. Accept that this may take time.
- Be present. Minimize distractions.
- Don't get comfortable with being uncomfortable. Get comfortable with doing uncomfortable things and ask for help and feedback.