

COMMUNITY GUIDELINES

This is a safe space for allies to educate themselves and actively fight against racism within themselves, their peers, and their community. We recognize that this caucus is a tool and not an end in itself; as committed allies, we are perpetually learning and can never exempt ourselves from anti-racism. We, the student-run White Anti-Racist Working Group of Fordham Theatre, strive to dismantle the systemic racism within our theatre program through effective learning and action. Therefore, we agree to abide by the following guidelines:

- We will take attendance and record notes at every meeting to keep a record for ourselves and share our progress with the BIPOC Alliance and the Fordham Theatre community at large.
 - Content warnings will be listed at the beginning of meeting reports when appropriate.
- We agree that what happens in the space stays in the space.
 - Names will be kept anonymous and pronouns will be kept gender-neutral in reports.
 - Only the general content of discussions will be shared; details from specific situations and conversations will not be shared unless permission is given by those it concerns.
- We will only share our own experiences and ensure consent from other individuals if they were involved.
- We will take accountability for ourselves and each other.
 - Accountability: taking ownership and responsibility for one's actions
 - Remember to encourage your white peers to join the group outside of meeting time.
- We will support one another in this journey of individual and collective growth.
 - Ask for advice from others and offer help.
 - Continue conversations outside of our designated meeting time if desired.
 - Implement a literacy movement: define terms when speaking that others may be unaware of.
 - Use your new knowledge and insights to educate both those inside and outside the space.
- We will focus on our issues as white people, not those of people of color.
 - Do not ask people of color to educate you; that defeats the purpose of this group.
- We accept disagreement and discussion and will welcome arguments as long as they are productive and do not cause unnecessary harm.
 - You can agree to disagree, but cannot disengage.
- We will fully listen before we speak.
 - Ask yourself W.A.I.T. -- Why am I talking? Why aren't I talking?
 - Evaluate your headspace and emotional state prior to speaking.

- Moderate your input; give space and respect for other voices.
 - Invite others to join the conversation; they can feel free to respond or pass, free of judgment.
- We agree to be fully present in the space.
 - Don't be on your phone, laptop, etc. unless taking notes or doing work that requires technology.
 - Agree to stick to the schedule plan for each meeting and the work we can do within the space.
 - Don't have unrelated side conversations.
- We understand that our work as white anti-racists is never "finished"; it is a continuous, lifelong process.
 - Move away from defensiveness and towards openness.
 - View each mistake as a learning opportunity, not an excuse to wallow in guilt.
 - Get comfortable with getting uncomfortable.
- We acknowledge that these guidelines are a living document, so some may be added, edited or removed with the consent of the group. We will evaluate as needed.