



BCDI NORMS & PRACTICES

Meeting Rules of Protection

1. We recognize that white supremacy is entrenched in our nation, Batavia and ourselves. We use this meeting time to practice checking our own biases and privileges as we uplift voices that are not often centered and to imagine what this shift will look like in our larger community.
2. We understand that we will make mistakes and that it is not a personal attack on ourselves or our character if we are asked to de-center our voice in this meeting space.
3. We appreciate that we are learning together about how white supremacy shows up in our points of view and how we move within the world.
4. We accept that it is on each one of us to do personal anti-racist learning and reflection work and that this is a marathon that takes both strength building and determination.
5. We acknowledge our privileges and are mindful of how much time we claim in a conversation. We practice elevating and centering voices that may often go unheard.

Grounding Practices For Discussion

At any point in the meeting, we have a right to stop in order to address the following:

1. Be hard on systems, not people.
2. Clarify definitions and facts.
3. We assume best intentions and are committed to nonviolent communication.
4. When an offense has been made, it should be acknowledged as a means to learn and grow, and an opportunity to clarify and apologize if needed.
5. Ask for a pause, breathing space, or a break at any point.

Norms and Expectations

This is a community space. In the spirit of transparency and the safety of our members, we ask that you use your real name and check in via video at the beginning of the meeting. We understand that

video may need to shut off for a period of time, but ask that you are visually present as much as possible.

All mics are muted.

1. For Q and A: submit questions in the chat to the chat moderator.
 - a. Please do not answer questions in the public chat directed at our guest.
 - b. A member of BCDI will be taking note of remaining questions for future conversations or inquiry.
2. Questions only pertain to the following areas:
 - a. Clarification or fact questions. ie. What misconceptions are there we should be aware of?
 - b. What will this mean for decentered and vulnerable members of our community?

****This is a living document. The voices of all engaged in the work of BCDI and anti-racism have equal agency to propose and advocate for further editing.***