



BCDI FACILITATOR NORMS AND EXPECTATIONS

The role of the facilitator(s) is to support validating and reflective discussion for all. This means adhering to the following:

1. **Holding Multi-Partiality:** There is no impartial perspective, but instead the goal of acknowledging that power differences and different perspectives are always at play in any discussion. We should be partial to everyone and ourselves about how this shows up.
2. **Creating Space for All Voices:** We will employ techniques that create opportunities for all voices to be heard before moving on to another topic.
3. **Naming Something When It's Happening:** Making sure to identify when white supremacy is being brought into our meetings through thoughts, words and actions will be acknowledged and named.
4. **Practicing and Modeling Nonviolent Communication:** We will be students and practitioners of non violent communication, speaking compassionately and listening empathetically, and working to differentiate between the feelings and needs of everyone.
5. **Maintain Grounding Principles and Practices:** Our principles are *what* to embody when sharing and listening to others in discussion. The practices are *how* we share and listen to others in discussion. We will keep these in our consciousness and address them when they need to be maintained.

GROUNDING PRINCIPLES FOR OUR WORK

1. If I had an experience, I can choose to speak or share it, but I should not make statements based on other people's experiences I have not had.
2. When people choose to share life experiences that relate to a topic of interest or concern, we will practice holding space and appreciation for what they shared. It is not an opportunity for me to interrogate or ask them to speak for all people in their group.
3. Someone else's trauma is not by education. This is not a place for white people, or the dominant group, to learn about other groups for their own benefit. It is a space to learn better ways to support members of our community.
4. When there is an issue, experience, or topic I am not familiar with, instead of inserting my own opinion about something I myself have never experienced, I should be listening and asking more questions.