

# **BCDI MEETING NORMS AND EXPECTATIONS**

## **MEETING RULES OF PROTECTION**

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.

We recognize 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.

We recognize we are learning together about how white supremacy shows up in our points of view and how we move within the world.

We recognize 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.

## **NORMS AND EXPECTATIONS**

1. Mics are muted at the beginning of each meeting.
2. You can send a comment in the chat to the entire group, or privately to the facilitator. The facilitator will make sure this comment is heard before moving on to another topic.

## **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.
4. When an offense has been made, it should be acknowledged. As a means to learn and grow, an opportunity to clarify and apologize is needed.
5. Ask for a pause, breathing space, or a break at any point.

## **GROUNDING PRINCIPLES FOR DISCUSSION**

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.