



## The Education Trust–West

### Group Agreements / Community Norms

From *The Racial Healing Handbook*

1. **Listen actively.** Respect others when they are talking.
2. **Speak from own experience** instead of generalizing (“I” instead of “they,” “we,” and “you”).
3. Do not be afraid to **respectfully challenge one another** by asking questions, but refrain from personal attacks – focus on ideas.
4. **Participate to the fullest of your ability.** Community growth depends on the inclusion of every individual voice. For White participants and others with privilege, check in with yourself to make sure your silence is not perpetuating the status quo.
5. **Instead of invalidating** somebody else’s story with your own spin on their experience, **share your own story and experience.**
6. **The goal is not to agree** – it is to **gain a deeper understanding.**
7. **Be conscious of body language and nonverbal responses.** They can be as disrespectful as words.
8. **Share the air.** Notice if your voice is dominating the space, if so, step back, allow other voices, particularly those from more marginalized communities to speak.
9. **Challenge yourself by choice.** If there are topics that are triggering that come up, that you would like more privacy with, or that you just aren’t sure about, be sure to “pass” when it’s your turn to share. Growth and resilience come from being challenged to grow, but you don’t want to be in the “danger zone” of oversharing and going beyond your own personal boundaries.