

Eugene Parks & Recreation

Community Agreements

1. Listen, believe, and reflect
2. Accept non-closure for the moment
3. Speak your own truth with compassion
4. Listen first to understand; don't listen to respond
5. Value and celebrate each other's experiences
6. Use "I" statements
7. Open hearts + open minds = Exploration of possibilities
8. Make space, then take space; be concise
9. Bring your best self into the room
10. Attack the problem, not the person
11. Disagreement, frustration, and differences are acknowledged, explored and addressed
12. Feedback is given and received

Protocols

1. Focus on personal, local, and immediate
2. Isolate race
3. Understand the social construction of race and multiple perspectives
4. Monitor agreements and establish parameters
5. Use a working definition for race: Socially constructed hierarchy to benefit white people and disadvantage BIMPOC (Black, Indigenous, multi-racial, and People of Color)
6. Examine the presence and role of "Whiteness"

Other Bumpers

1. We do not use derogatory names or labels in our conversations
2. We do not use the word abuse. Please use another term like trauma instead
3. Please do not go into graphic detail about racist encounters or traumas, bring the high-level questions, learnings or observations into the room, not the details that can trigger people in the room. Please provide a trigger warning when you want to share this type of learning.
4. Vulnerability and confidentiality go hand in hand. What is said here, stays here.
5. Your participation is critical
6. Keep your camera on, if possible.
7. Take care of yourself when needed (breathe, turn off your camera, drink water)
8. In order to protect the learning environment, MBA (Me before Anyone else)