GROUP COVENANT - Equity Lens

Be prepared, present and engage with intention: Be prepared and ready to participate fully, placing care for one another, kindness, and compassion at the center of our work.

Try It On: Be open-minded to others' ideas, feelings, worldviews, and ways of doing things so that greater exploration and understanding are possible.

It's Ok to disagree: Acknowledge what we have in common and be willing to recognize, understand, and appreciate what is different between us. Aim to shift any pressure to conform into permission to generate all possible ideas and strategies.

It's <u>not</u> OK to blame, shame, or attack ourselves or others: Provide feedback without attacking, shaming, or blaming yourself or others in direct, indirect, verbal, and non-verbal ways.

Use "I" statements: Attend to and speak about your own experiences, feelings, and responses. Avoid speaking for a whole group or expressing assumptions about the experience(s) of others.

Practice "Both / And": Acknowledge and honor multiple realities and perspectives. Try to substitute "and" for "but."

Intent & Impact: Recognize that it is possible to be well-intentioned AND still say and do hurtful things or to implement practices or policies that are more harmful for some groups than others. Bring both a willingness to take risks and an openness to exchange and receive honest feedback about the impact of our words, actions, and policies on others.

Move Up / Move Back: Encourage full participation by all present. Take note of who is speaking and who is not. If you tend to speak often, consider "moving back" and vice versa.

Practice Mindful Listening: Try to avoid planning what you'll say as you listen to others. Be willing to be surprised, to learn something new. Listen with your whole self.

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Confidentiality: Honor personal sharing and do take away your learning, but don't identify anyone other than yourself, now or later. If you want to follow up with anyone regarding something they said during a meeting, ask first and respect their wishes.

Recognize we will all fall short and we commit to exercising grace and starting again with renewed commitment.

Informed by **Eight (8) Guiding Principles for Successful Outcomes Across Cultural Differences *("The Guidelines")*** created by VISIONS Inc., 2020.