



THE PEOPLE'S INSTITUTE

For Survival and Beyond

Dedicated to Training and Organizing with
Intelligence and Integrity - with Values and Vision

WOMEN OF COLOR UNDOING RACISM GROUP GROUP AGREEMENT

1. LISTEN WITH RESPECT
 - No interrupting
 - No crosstalk
 - No judging
 - Active listening
 - No personalizing
 - Everyone has a voice
 - Not everything needs a response

2. PARTICIPATE
 - No hiding in the back
 - Show up
 - Be present
 - Trust the process

3. FOCUS ON RACE & RACISM
 - What's Race got to do with it?
 - Focus on our experience with racism
 - Internalization
 - How Race plays into our womanhood

4. NO IN & OUT
 - Be present
 - No "Charlie Brown" checkout

5. STRUGGLE TOGETHER
 - Be supportive
 - Be open minded
 - Help someone along
 - Agree to disagree
 - Have the space to be honest
 - Be mindful of our presentation
 - Respect the process

- Respect each other's pace
- Reach out
- Consider being vulnerable
- Be patient / tolerant
- Ask permission to help
- Don't assume
- Bring your full self

6. GO TO THE GROWING EDGE

- Be safe to feel uncomfortable

7. RESPECTFULLY CHALLENGE

- Challenge with grace and respect
- Be self aware
- We are people, not roles
- Address issue, don't attack the person
- Respect full self

8. STEP UP OR STEP BACK

- Be respectful of time and how long you're free

9. BE CONFIDENTIAL

- No gossiping
- If you process outside, bring it back inside
- Be discreet, protect identities
- Exercise trust