



EQUITY TEAM NORMS

1. Experience Discomfort

Acknowledge that discomfort is inevitable, especially in dialogue about equity & race. Make a commitment to bring issues into the open. Not talking about these issues creates divisiveness. The divisiveness already exists in the society and our institutions. It is through dialogue, even when uncomfortable, the healing and change can begin.

2. Commit to Transparency

Avoid hidden agendas. Be genuine with each other about ideas, challenges, and feelings. Give your own perspective without being disrespectful.

3. Trust/Support Each Other in and out of the Room

Have confidence that issues discussed will be kept in confidence. Provide support for fellow team members when addressing equity issues agency wide. Lift up the work of the equity team outside of the container.

4. Believe in the Good of all People

Assume when someone makes a mistake it doesn't go to the heart of who that person is. There could always be something more.

5. Continuously Improve the Team's Strategic Goals

We do this work not only to improve ourselves but to improve the lives of the ones we serve. This must remain present at all times.

6. Expect and Accept Non-Closure

Hangout in uncertainty and do not rush to quick solutions, especially in relation to racial understanding which requires ongoing dialogue.

7. Treat Each Other With Dignity and Respect

Understand that all of us come from different backgrounds and have different perspectives. Everyone deserves to be treated the way they want to be treated.