

Guidelines/Group Agreement Samples

- **Respect for Everyone:** We all come from different experiences and walks of life. We all have our areas of knowledge and unawareness. Let's respect the strengths and weaknesses of all for meaningful work to be done.
- **Open Minds Only:** You never know what you might learn from someone else's experience or what someone could learn from you. Let's be open to listening and sharing with each other.
- **Critique Versus Criticism.** Criticism has the effect of condemning, blaming or faulting someone, and can strip people of integrity. Critique has the effect of providing assessment, analysis, and guidance, and builds people up by. Let's further our work by pointing out differences without hurting people's feelings.
- **Oppression Exists - We Fight Against It Here:** Since we all live in a world where racism, sexism, classism, ageism, and homophobia exist, it also exists within our group. As an organization fighting the injustices and oppression of the juvenile justice system, we must also actively confront and challenge oppression in all forms wherever it exists - especially among ourselves. Let's provide critique, not criticism, and be open to understanding the work we *each* must do to fight oppression
- **Use the "WHOA":** We all learn together. If there is anything that doesn't quite make sense, or if we're moving too fast, just say "WHOA!" Let's back up and explain/slow down so that we can all move forward as a group.
- **Step Up/Step Back:** If you are someone who feels comfortable speaking in groups and making comments, we ask that you "step back" and make room for others to do the same. If you're not so comfortable speaking out, we invite you to "step up" and share your ideas with us in this supportive group setting. Let's make sure everyone has had the opportunity to speak up before we speak up again.
- **This is a Place for Solidarity:** We are all here because we believe in fighting for justice, though we have many differences. We cannot let those differences be used to "divide and conquer." Let's commit to understanding that we are much stronger as a whole.
- **Be Aware of Time:** There is always a lot to talk about and get done whenever we come together. If there are issues that come up that we don't have time to talk about, we can always put it in the "Parking Lot" to talk about later. Let's all be aware of time and try to monitor ourselves so that we can be sure to cover everything.

- **One Microphone:** So that everyone can hear and be heard, only one speaker at a time. If there is noise in the background where you are located, please mute your microphone when you are not speaking. Let's speak and listen so everyone can be heard.
- **Default to Trust and Mine for Understanding:** If and when someone says something that offends you take the time to ask clarifying questions and trust that they meant no harm to you. Let's use these opportunities to help others grow as we all have.
- **Three, then me.** If you are a person that often gets excited and steps up often, wait until 3 others have spoken before you speak again.
- **Land the Plane.** We all have lots of experiences and others around us learn from our experiences. However, in a meeting with a set agenda, we may need to just make our point, land the plane, in order to accomplish the objectives of the meeting.