

OPEN CONVERSATIONS RE BLACK LIVES MATTER BANNER AT WUS
Community Participation Covenant and Format

COVENANT:

As participants in today's conversation, we commit to:

- Hearing and honoring each other, even in times of disagreement
- Remembering that everyone has something to teach; everyone has something to learn.
- Honoring confidentiality: We share what we learn here widely but do not share what we hear.
- Honoring confidentiality by refraining from sharing things we really don't want shared with others.
- Practicing active listening by:
 - Allowing one person to speak at a time
 - Carefully attending to what we each contribute, not just waiting for our turn to speak
- Speaking from our own experience by using "I" statements
- "Stepping up and stepping back": Those who contribute frequently should create space for others to speak; Those who rarely contribute should make an effort to add to the conversation.
- Creating and assuming safe space. While we may feel defensive or uncomfortable at times, no one will make anyone unsafe through threatening or belittling comments or behavior.
- Each taking responsibility for following and affirming our covenant as needed.

FORMAT:

- Chalice lighting with reading
- Go over covenant
- Go over what this conversation is not and what it is:
 1. This conversation is not a place for making decisions but a place for speaking and listening to our own and others thoughts, feelings, and experiences about possibly having a black lives matter banner at WUS.
 2. This conversation is not about determining right and wrong but a place to find some new "both ands."
 3. This conversation is not a place to talk back or cross talk to others but a place for deep listening with all the curiosity you can muster to better understand how your fellow participants are thinking, feeling, and experiencing these issues.
 4. This conversation is not about coming up with the best answers or solutions but about trusting your fellow participants enough to share honestly about yourself and having faith that that will bring us to the best place in the long run.
- Go over format for the meeting and follow it:
 1. Read the movement for black lives platform out-loud together
 2. Introduce a talking stick and the timing (no more than 2 minutes each)
 3. Try to do at least 3 rounds, depending on the size of the group
- End with a closing of just one word each about how you experienced the conversation and/or how you are feeling as ending.
- Extinguishing the chalice with reading