

# AEP Equity Working Group Community Agreements

**Process:** AEP Proposed a list of community agreements to equity working group members via an online form. Members voted on the items that resonated most and offered additional agreements. AEP condensed the feedback and presented the following list to the working group at the August 2020 meeting. The full group approved the agreements.

- **Honor confidentiality:**
  - Don't speak for others without explicit permission or share things that were communicated in a private or safe space.
- **Speak from your own experience:**
  - Use "I" statements rather than generalizations.
- **Take space/make space:**
  - If you are usually quiet, challenge yourself to take more space, and if you usually talk a lot, be mindful to leave room for quieter voices.
  - If someone shares something you wanted to say or agree with, use reaction features in Zoom to show support rather than repeating the idea.
  - One voice at a time
- **Be curious, open, and respectful:**
  - Be mindful of when to call in and when to call out ([Resource](#))
  - Be conscious of intent vs. impact - no matter intention you're responsible for your impact.
  - If something is said that causes harm, as a group we commit to working through it.
  - Challenge assumptions.
  - Offer each other grace, knowing that the work of undoing oppression is hard, and we will all mess up at some point - give the benefit of the doubt and ask questions.
- **Share what you know:**
  - Remember that none of us know everything, but together we know a lot.
  - Avoid or explain jargon, acronyms, and industry language; use inclusive language that is accessible for people with varying inside knowledge.
- **Check in and practice self-care:**
  - As time and group size allows, check in and out at the beginning and end of meetings by sharing what physical/spiritual/emotional state you're entering or leaving the meeting.
  - Stretch, eat, drink, use restroom, turn camera on or off as needed, etc.
  - Take care and responsibility for your physical, emotional, mental, and spiritual needs.
- **Honor Gender Pronouns:**
  - Add pronouns to your name on Zoom, include pronouns in introductions, and be mindful of using folks' correct pronouns as part of growing our practice of gender liberation.