

**25th Annual Rev. Dr. Martin Luther King, Jr. Human Rights Conference**  
**Group Space Agreements | January 12-14, 2023**

*I agree to do my best to:*

1. *Be Aware*

- a. Racism, sexism, xenophobia, transphobia, classism, and white supremacy are real and deeply embedded in our institutions, society, and ourselves. Naming them and acknowledging our own privileges allows for more authentic engagement and the opportunity to challenge the status quo, dismantle institutionalized oppression, and build new systems of liberation.
- b. Our privileges/advantages in systems of oppression are *relative* to how the system disadvantages others. You may have experienced oppression or disadvantages in one identity you hold while simultaneously having privileges based on another identity you hold. Honoring that you can experience both privilege and oppression allows everyone to move forward in a liberation struggle.
- c. Respect time and space by coming back on time from breaks, and refraining from speaking in long monologues.

2. *Be Present*

- a. Engage in active listening and be aware of your thoughts and feelings in the moment. What do you need to stay present and engaged?
- b. Leave your day at the door / check in with self.
- c. One person speaks at a time.

3. *Be Curious*

- a. Better decisions are made when we approach our problems and challenges with questions ("What if we...?") and curiosity. Allow space for play, curiosity, and creative thinking.
- b. Expect and accept non-closure. There might not be a really neat resolution. Resist the urge to find the solution right in the moment.
- c. Different perspectives are welcome and encouraged. Speak from your own lived experience and not from experience that you do not personally have. Your normal may not be others normal.

4. *Be Courageous*

- a. Be open to self-reflection as your first action.
- b. Recognize that discomfort often leads to real growth.
- c. Move up, Move Up - If you're someone who tends to not speak a lot, please move up into a role of speaking more. If you tend to speak a lot, please move up into a role of listening more. In both experiences, growth is happening.

5. *Be Conscientious*

- a. Seek first to understand, then to be understood.
- b. Before you act or speak, be mindful of intent vs. impact. If you are unsure, ask yourself “who does this serve?”
- c. Respect privacy and confidentiality.
- d. If it is not a time for dialogue or conversation in a session, save your questions or thoughts until the end of the session or when a clear opportunity to participate is made available.

6. *Be In Community*

- a. No one knows everything, but together we know a lot. Shared learning is a practice in humility, because we have something to learn from everyone in the room.
- b. We are here to do our own work and to be in community with one another. Listen deeply and allow others to experience their own discomfort, which may further their own learning. If you find yourself wanting to “fix” a situation or alleviate someone else’s (or your own) discomfort, take a moment to reflect on what is coming up for you.

7. *Be Kind to Yourself and Others*

- a. We can’t be articulate all the time. Often people feel hesitant to participate in a workshop or meeting for fear of “messaging up” or stumbling over their words, but sometimes those moments make for meaningful learning.
- b. We are human and therefore make mistakes. We encourage everyone to participate, even if you can’t get it right all the time.

8. *Be Accountable*

- a. Take responsibility for your actions and words. Strive to maintain a space that encourages thoughtful and mutually supported engagement.
- b. The workshop moderator may remove a participant at any time if the participant is disrespectful, inappropriate, or disruptive in a session. Depending on the circumstance, the moderator may issue a warning to the participant. If the behavior continues, the moderator will remove the participant.

**Acknowledgments:**

AORTA Co-op: [http://aorta.coop/portfolio\\_page/tips-and-tools-for-addressing-systemic-power/](http://aorta.coop/portfolio_page/tips-and-tools-for-addressing-systemic-power/)

Just Lead WA: <https://justleadwa.org/learn/rejitookit/>

WPJC: Transformative Justice Learning Lab group agreements

WHRTF: Show Up For Love facilitation guide