

## 473K COMMUNITY GUIDELINES

473K aspires to be an anti-racist and anti-oppressive space, rooted in empathy, justice and relationship-building. Here are ways that everyone can find belonging at 473K.

1. **Be Present** - This is an interactive experience that won't be the same without your full presence. Please put devices down, turn on your camera and manage distractions so you can "be here."
2. **Be aware of self and others** - Use "I" Statements. Consider how language (microaggressions, insider language and acronyms) can leave people out. Take responsibility for your intention *and* impact.
3. **Take space, make space** - A successful conversation reflects the unique voices of everyone in the space. Before speaking, consider the value and impact of what you can add to the conversation, and be sure that others have equal space to share.
4. **Try it on.** A good way to learn, grow, and stay engaged--in discussions and in community-- is to try on new thoughts and points of view. It might mean being open to a different approach to group conversations. In a workshop, it might mean "trying on" an idea or topic that you disagree with at first, knowing that you can take it or leave it afterwards.
5. **Respect Confidentiality** - The promise of confidentiality encourages diverse voices to speak up. Share stories, not names. What's said here stays here; learnings and relationships can (and should!) leave here.
6. **Find Wisdom in the Silence**- We live in a world that prioritizes speed and "doing," without making time for the reflection that drives deep learning. Although silence can be awkward on Zoom, many people need time to collect their thoughts and share them with others.

Adapted from *Agreements for Community of Practice Groups*, Diversity Trainers University International and *JOC+ Professionals Network Community Guidelines*, Bend the Arc

How are we going to use the guidelines?

- Website
- Registration
- Send in physical package
- Beginning of every session