


# Community Agreements



Embracing Equity aims to create **brave, anti-racist learning spaces**. Thus, we ask that each participant share responsibility for **co-developing and holding ourselves accountable to community agreements** that will foster a space of understanding, respecting, and connecting.

Embracing Equity programs utilize the following **Community Agreements as a starting place** for effective and powerful intergroup dialogue which intentionally counters the ways in which white supremacy culture shows up in our organizations and relationships with one another.

We also engage in honest discussions on how to **hold ourselves and each other accountable** to these community agreements, as well as how to address a breach of these agreements. 

Characteristics of Dominant White Supremacy Culture	How do these characters show up?	Group Commitments to Disrupt Dominant White Supremacy Culture
Perfectionism	Making a Mistake = Being a Mistake	Stay Engaged and Embrace Mistakes
Sense of Urgency	Quick Fix > Long-Term Solution	Expect & Accept Non-Closure
Defensiveness	Criticism = Threat to Power	Be Curious
Paternalism	Top-Down Decision Making	Learn From Silence
Either / Or Thinking	Good or Bad; Right or Wrong; With or Against	Know That It's Possible
Power Hoarding	Decision Making Only Clear to Those with Power	Participation by Invitation
Individualism	My Wants > Our Needs	Recognize Your Impact
Objectivity	One Right Way	Open To Outcomes
Right to Comfort	Scapegoat Those Causing Discomfort	Welcome and Embrace Discomfort

