



Our container

We're on a trek towards disrupting systems of injustice and oppression — systems we are part of and implicated in. We acknowledge we each start at different places on this journey and some of us find ourselves on unfamiliar terrain. We embrace the climb while knowing the path forward is rocky, and that we will stumble and fall. Still, we commit to learning and unlearning with courage, kindness and humility.

Together, we agree to:

Practice reflexivity —

growing our awareness of inherent white supremacist culture/ beliefs, power and privilege

Honor silence —

pausing to think, feel, talk, make, do and do over

Meet discomfort and judgement with curiosity —

turning triggers and assumptions into inquiries

Pursue collective understanding —

without shame, blame or judgement

Acknowledge missteps and hurts —

while accepting perfection is not our aim

Remember who is not in the room —

seeking to invite in and get out

Work with tensions —

breaking free of binaries like 'good' and 'bad'

Exercise care and compassion —

towards self and others. Take care of yourself and your needs.

Bravely challenge —

precedent, perceptions, and prior stories

Practice humility —

maintain respect past work, while opening up to what comes next.

Reconnect with our 'why' —

always seek to uphold the higher purpose of this work.

Seek to learn —

appreciate the intent behind words and give ourselves permission to try new words, concepts, and metaphors, however clunky.

Support different styles of engagement —

For example, small groups, and opportunities to digest ideas before acting.

Be mutually accountable —

raise issues as they come up, check-in frequently, ask about thorns as well as roses, and buds.

Expect and embrace non-closure

**Visit and revisit our shared purpose
and**

Take time for imagination, play, and bubble tea!