



EMBRACING EQUITY

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 characteristics show up? | Group Commitments to Disrupt Dominant White Supremacy Culture |
|---|--|---|
| Perfectionism | <i>Making a Mistake = Being a Mistake</i> | Stay Engaged and Embrace Mistakes |
| Sense of Urgency | Quick Fix > Long-Term Solution | Expect & Accept Non-Closure |
| Defensiveness | Criticism = Threat to Power | Be Curious |
| Quantity > Quality | Outcomes > Process | Build Trust As You Go |
| 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 |

Adapted from [White Supremacy Culture](#) and [Liberating Structures](#)

Community Agreements

Embracing Equity aims to create **brave, anti-racist learning spaces** in which participants engage in a challenging educational experience as respectful community members. Thus, we ask that each participant share responsibility for **holding ourselves accountable to community agreements** and rules of engagement that will foster a space of understanding, respecting, and connecting.

Embracing Equity workshops 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 relationships with one another.

During our workshop, we will take time to **co-create** a set of community agreements that will **best support our unique group**. We will 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.