



CARVER PUBLIC SCHOOLS

DIVERSITY, EQUITY AND INCLUSION COMMITTEE

# COMMUNITY AGREEMENTS

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- Step up and step back; “all voices are important”
- Create a brave space; listen to learn, not to respond
- Lean into discomfort; unpack the tension
- Work the idea, not the person
- Speak from the “I”; Own your intentions and impact, and respect others' experiences and feelings
- Challenge with care, and reflect with sincerity
- Expect and accept non-closure; anti-racist work is on-going and will be challenging at times
- Respect the clock; the work doesn't end, but meetings have to!
- Speak up and slow down
- The work is public; the conversations are private