

## **Truth Commission Assessing Race Equity (T-CARE) 2023**

### **Courageous Agreements: Long Form**

#### Inherent worth and dignity/value

- Recognize the value in every being and the earth. We may disagree but we affirm and honor your humanity, in the fullness of your political and social identities.

#### Listen to understand

- Listen not to argue or to win, but still the mind and the heart, and listen beyond words for hopes and fears and insights. A posture of curiosity and humility, open to the fullness of others' experiences.

#### Take responsibility

- Impact, not intent. Our social conditioning results in harm to BIPOC/minoritized people, even when we don't want to. Don't deny the impact, but acknowledge it.

#### Make Room for Diverse Voices

- Recognize the need to ensure representation in gender, class, race, ability, sexuality, age.
- Recognize the varieties of ways in which people process and communicate, how we take up space, how we advocate.

#### Embrace Ambiguity

- Trust the process
- Expect non-closure, hang out in uncertainty
- Don't rush to quick solutions especially in issues of equity
- There isn't just one right answer or way

#### Preserve Integrity of Stories

- Assume responsible stewardship of the stories and ideas we receive. Seek guidance on how to share them. Receiving a story (esp. a concealed or resistance story) is an honor and should change us.

#### Showing Up

- We will honor the process and our fellow auditors by attending all required team meetings and required work sessions except for circumstances beyond our

control. Should we need to miss a meeting/session, we will communicate this to the team and make every effort to gather the information we may have missed.

- We will respect each other's time by being on time to meetings and ending meetings on time.
- We will make a safe space one another when there is a need to share concerns or challenges

#### Courageous presence

- each person showing for this work with courage. Speaking truth with kindness versus niceness; taking the risk of being honest; be authentic; speak what is in your heart.

#### Ask for a Sacred Pause

- an option when overwhelmed: you can ask for the whole group to take a minute together, praying and breathing, and then try to re-engage.

#### Step up, step down

- often we use mutual invitation, but when we are having open conversations we can ask for a moment to step up step down
- Step up: those who have not spoken yet, find if you have something to say. Those who have less power need to speak more.
- Step down: those who have already spoken, ask yourself WAIT: Why Am I Talking? Those who have more power need to speak less.

#### Reconciliation

- we stay committed to take care of one another, especially when one is hurt or silenced. We return to the issue until repair is made.

### **Calling Ourselves and Each Other Back To Courage**

There are many different ways that harm can enter our circles. We also acknowledge that each of us will respond differently. We invite everyone to step up to hold the space. We will remain accountable to each other. Together, we commit to building our resilience and courage through restorative justice practices in consultation with [Ruth T. West](#) and [Rev. Paul Gaffney](#). Requests for these consultations will be made through email directly to Ruth or Paul and remain confidential at the direction of the requestor.