

Why do we need group agreements?

When people come together to restore justice, we must also restore our community.

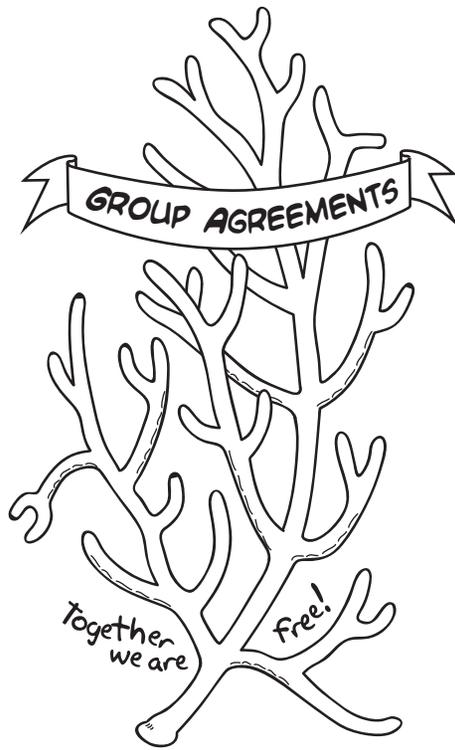
We do not always share the same assumptions about how we will share space.

We need to be explicit about what our group agreements will be.

This way we can feel safe enough to participate fully.

This zine offers some common agreements to help your group start forming your own.

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UNEQUAL SYSTEMS EXIST

There are multiple systems of oppression that are interconnected.

We will not argue whether they exist.

We recognize white privilege, racism, patriarchy, classism, homophobia, colonization, and many other systems.

We will focus on dismantling them.

We will be vigilant so that we do not replicate any of these systems in our work.

TREAT PEOPLE WITH RESPECT + DIGNITY

We come from many different backgrounds, experiences, identities, and abilities, which we value and will strive to honor.

No one is disposable.

We build the world that we want to live in, both in how we relate one-on-one and how we structure our group.

We will treat each other with the same kind of respect that we want to be treated with.

!la lucha sigue!
The struggle continues!

We can't resolve all our issues or develop all our solutions in one meeting or event.
We need to continue the conversation beyond our meetings and beyond our group to effect positive change.
We strive to have patience and flexibility as we build on our work and our relationships.

EXPECT A LACK OF CLOSURE

We need all of our people to make it to the finish line!

We make time to actively take care of ourselves and each other.
We encourage each other when we take breaks to replenish our bodies, minds, and spirits.
We acknowledge that you can't make a healthy long term commitment if your needs aren't being met.
This movement is not a sprint; it's a long marathon!

WE TAKE CARE OF OUR NEEDS

to participate.

We invite everyone to participate as best they can, to be present, and to contribute to group discussions.
If you often hang back in discussions, try to "move up" your speaking skills so that we can hear your input.
If you are often eager & vocal in discussions, try to "move back" your speaking and move up your listening!

MOVE UP!
MOVE BACK!

"Oops" and "ouch" are cues we may use when we need to recover from harm.

We ask for compassion and space for people to heal from the trauma of oppression.
We ask that people be accountable to each other and try to meet each other where they are.
We ask for compassion and space for people to make mistakes and to learn from them.

EVERYONE CAN HARM + BE HARMED