Purpose of This Document

This Community Agreement establishes expectations concerning how each participant will engage in the DSR Working Groups. Everyone is expected to adhere to the action items listed below to ensure that all participants experience an inclusive and welcoming environment. Further, this guidance will allow for each participant to fully show up in the space and contribute to the conversations in a meaningful way.

**Phase One:** Creating a foundation from which to build efforts to guide this initiative.

Efforts focused on dismantling systemic racism (DSR) must begin with the voices of racially marginalized people. Their needs, observations and concerns must be at the forefront of this work and is an integral part of the building process. The subsequent conversation, framework, and action items established by the collective will lay a solid foundation to address policies and procedures both on campus and within the UCI community that may harbor racism and anti-Blackness. Therefore, phase one of this initiative will be for individuals to share stories about their lived experience at UCI and/or reflect on the experiences of community members with UCI to identify themes to frame the work of the collective.

Paulo Freire (2000) wrote, “Dialogue cannot occur between those who want to name the world and those who do not wish to this naming – between those who deny others the right to speak their word and those whose right to speak has been denied them. Those who have been denied their primordial right to speak their word must first reclaim this right and prevent the continuation of this dehumanizing aggression” (pp. 88).

**Phase Two:** Synthesizing information gained from the discussions.

After the working groups have heard from one another about their lived experience at UCI and/or the experiences of surrounding community members, the working group leadership will identify emergent themes (born out of the discussions of their group) to be shared with the Steering Committee for dissemination to campus leadership and the identification of next steps.

### Community Agreement

<table>
<thead>
<tr>
<th>Action</th>
<th>Description</th>
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<tbody>
<tr>
<td>Leave Your Title at the Door</td>
<td>DSR will serve as a place where students, staff, and faculty may express their thoughts openly and without fear of retribution or consequence. To achieve this goal, titles will not be shared during working group meetings so as to create a more equal space recognizing the role of power dynamics. Additionally, members are asked to leave their titles at the door and show up with an open heart and a healthy desire to learn.</td>
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<tr>
<td>Actively Listen</td>
<td><em>Active listening</em> is the ability to focus completely on a speaker, understand their message, comprehend the information and respond thoughtfully. <em>Active</em> listeners use verbal and non-verbal techniques to show and keep their attention on the speaker* <em>(Indeed Career Guide, 2020).</em></td>
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Authored by: Pheather R. Harris, Krystal Tribbett & Nina Scolnik on 10.20.2020

# Speak Mindfully
Words have power, power to communicate meaning and intention, power to help, and power to harm. For these reasons, it is important to think before you speak about the purpose and potential impacts of your words. Speak from personal experience and values.

# Contribute to a Safe Space
Everyone is expected to respect each other’s opinions and positively contribute to a welcoming and non-judgmental environment. Please keep in mind that the conversations in the group setting are contextual. Have compassion for the sensitive nature of the experiences that are shared.

# Display Kindness, Grace, Empathy, and Compassion
The purpose of the working groups is to come together to address racially systemic issues that spur unjust treatment, across all social sectors of society, on marginalized people. Conversations will be uncomfortable for all involved; therefore, seek to understand byway of asking clarifying questions keeping in mind that we are all coming from different starting points.

# Recognize Time and Space
Please be mindful of allowing everyone an opportunity to contribute to the group. If you have had a chance to discuss your opinions, thoughts or feelings, the facilitator may call on someone else to ensure that there is diversity of perspectives shared to enrich the conversation.

# Be Fully Present
Please be fully socially emotionally present with regard to the various activities, discussions, and viewings to ensure that you get the most out of the session and that the group can have the most meaningful experience.

# Embrace Collaboration
Everyone has something to share. This work is equally distributed to all involved and, therefore, it is important to honor everyone’s voices.

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**References**