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**The Racial Justice Ministry Agreements**

These are living and evolving guiding principles designed to provide the capacity for empathy, integrity, and accountability. As we aim to jettison the false belief in a hierarchy of human value, they call us back to our intention to engage with one another in ways that enable self-reflection and non-threatening acknowledgment of one’s own previously unquestioned assumptions and biases. We utilize them as we work toward instilling within ourselves a deeper awareness, reverence, and appreciation for the equal and interconnected nature of the human family.

1. Our primary commitment is to learn from each other.
2. I willtrust that people are doing the best they can while they are actively learning and unlearning.
3. I agree that everyone has the right to be heard and speak their truth.
4. I will not demean, devalue, or "put down"people for their experiences, lack of experiences, or difference in interpretation of those experiences.
5. I am aware that any discomfort I feel may express itself as defensiveness, and agree to regulate my own anxiety.
6. I will challenge the idea and not the person.
7. I am mindful that my words and actions may adversely impact the listener, regardless of my intentions.
8. I take responsibility for my reactions to what others may share.
9. I ask questions, but cannot demand that people educate me on their racialized experience.
10. I acknowledge and accept that some conversations can and will be hard.
11. I agree that at times a lack of resolution is to be expected and accepted.
12. I will step up but also step back, being mindful of not monopolizing the space.
13. I give myself permission to speak my discomfort.
14. I acknowledge that each person, including myself, has the right to sit-out or to modify their participation and process at their own pace.
15. I agree that everything shared by group members is confidential.