

## **Small Group Chat: Social Justice Committee Workshop January 25, 2023**

### Members:

Leesa Thomas, Pierce College; Tariq Akmal, WSU; Leiani Sherwin, PESB; Marie Rose-McCully, WVC; Susan Gray, CityU; Joyce Westgard, WACTE

Tariq Akmal, WSU to Everyone 12:12 PM

How might community agreements have helped?

What might accountability look like in addressing the situation?

Additions or edits?

Tariq Akmal, WSU to Everyone 12:13 PM

Which agreements speak to you most? Make us uncomfortable?

What do we need to work on /lean into more?

Marie Rose-McCully, WVC 12:15 PM

Center anti-racism & anti-bias and communities farthest from justice in our work & meetings

Be aware of the space you take up. Share the airtime. Step up, step back.

Be aware of the power/ position/ privilege/ status we are each holding (or not holding) in this space. This is in regards to your personal/ individual identities, cultural identities, as well as your institutional identities. Notice power dynamics and work to disrupt them.

Be committed to personal and organizational growth

Intelligence is a tool, Do not use it as a weapon to minimize, oppress, or belittle

Consider your intent and be mindful of the impact of your words before you speak them (practice pausing & thinking about impact)

White members: lean into discomfort, speak up when you observe injustices occurring, practice community-care.

BIPOC members: Practice self-care as well as community-care.

Consider your other identities & positionalities in this space and respond conscientiously.

Joyce Westgard 12:18 PM

I like the thought of needing that wait time for people to speak when asked their thoughts after a presentation.

Joyce Westgard 12:20 PM

Summary of group comments/reflections:

Consider the intent of those speaking, in addition to our own intent

Asking questions may take up too much time, but the intent is to add clarity for the whole

Impact may be hurtful if the intent does not match behavior