



Child Welfare Summit 2023

Discussion Guidelines¹

- **Lead with Loving Intention** — When harmed, people are often encouraged to find the good intentions of the person who caused harm, putting the onus and work on the person experiencing the harm, instead of asking the person who has caused harm to be mindful of their behavior. In these spaces, we ask that each individual takes ownership of the way they show up and participate in this space, ensuring that their words and actions align with an environment that fosters supportive learning and building.
- **One mic** — One person speaks at a time, no side conversations, everyone is listening while one person is speaking.
- **Everyone participates, No one dominates** — This is a space where all voices have value. We want to be sure that everyone has a chance to be heard and share their thoughts, ideas, comments and suggestions.
- **Land the plane** — As we want to be sure to respect the time of each other and our time together, let us also get to the point when talking and allow time for others to speak. Don't circle the runway. Land the plane. :)
- **Stories Stay, Lessons Leave** — Regardless of the meeting or workshop, we tackle very personal issues and often people share their personal stories. Those personal stories should stay in this room. The lessons that we learn from them should be carried with us and be part of future conversations outside of this room.
- **Keep it in the "I"** — Use "I" statements when sharing. Refrain as best you can from generalizing groups of any kind.
- **Free to BE** — People in this space may have responsibilities outside of here, including but not limited to children or other caregiving roles. Checking phones or taking calls may be necessary to BE in this space. We also want to take care of ourselves to BE fully participating. Be aware of where the bathrooms are, snacks, and drinks, etc. Pee, share great moments on social media, get a snack, stand and stretch, but also BE aware of the space you take up and don't disturb others.

¹ Inspired by Citizen Action's working agreements.

- **Progressive Stack** — Outside in the world every day, there is a hierarchy that exists, one where certain people have access and opportunity to be heard and believed. At the top of the hierarchy are cis-gender, heterosexual, wealthy white men. At the bottom of the hierarchy are Black women and Women of Color. We could add to the intersections and include people who are transgender, disabled, immigrant, etc. In the spaces that we hold, we flip that hierarchy on its head. That doesn't mean that white men don't get to speak. It means white men don't get to speak first. It is the role of the facilitator to balance not just progressive stack but also the other working agreements. (Lean in, Lean in; 1,2,3 Me; Everyone participates, no one dominates; etc.) We are working to create equity and unity in a working and learning space.