Justice InDeed Ways of Being

Modified from Black Washtenaw County Collaboratory Ways of Being (below), with edits to the item about "embrace conflict"

- We share our purpose for meetings, and provide enough preparation time, materials, and space to accomplish what we set out to do.
- We create opportunities to get to know one another and what's important to us. We take time to laugh with one another and recognize people's individuality and invite them to show their personality.
- In each meeting we help each other meet our goals, improve our outcomes and strive towards our vision.
- We embrace conflict with confidence that people will earnestly and respectfully engage to address the issue. We know that white supremacy is rooted in fear and repercussion. We bravely embrace conflict in the spirit of restorative practices. We respect each other and the discomfort of growth.
- We invite ideas, collaborative thinking, and diverse perspectives from across this group and the broader community.
- We know that we have different ways of engaging in group contexts. We use multiple means to get to group learning and decision making.
- We care about each other's well-being. We know that folks may not be able to fully engage in meetings when they need to attend to their own or family members' physical or mental health.
- We recognize that people are at different places and may make mistakes. We allow each other space to learn and grow without judgment from others.

Black Washtenaw County Collaboratory
Ways of Being

- We share our purpose for meetings, and provide enough preparation time, materials, and space to accomplish what we set out to do.

- We create opportunities to get to know (and even laugh with) one another and what's important to us. We recognize people's individuality and invite them to show their personality.

- In each meeting we help each other meet our goals, improve our outcomes and strive towards our vision.

- We invite ideas, collaborative thinking, and diverse perspectives from across this group and the broader community.

- We embrace conflict with confidence that people will earnestly and respectfully engage to address the issue.

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