

Racial Justice Group Covenant

December 10, 2023

- Treat each other with mutual respect.
- Take responsibility for what we say. Use “I” statements.
- Think carefully and speak mindfully. Pause before responding.
- Listen to understand not to debate.
- Listen generously, trust intent.
- Ask clarifying and probing questions when necessary, in an effort to understand one another.
- Never use derogatory racial or ethnic terms, even when quoting someone else or to make a point.
- Step up and step back—be mindful of how often we and others are speaking, and step back if we are speaking too much.
- Maintain confidentiality. What is said in the study group stays in the study group.
- Trust that we are all on a journey. Allow ourselves and others to change.