

## **Working Pledge**

### **Purpose:**

This sets the tone of the meeting for a mutual understanding of how to treat one another. The structure established by this pledge allows for shared language, shared expectations, and shared understanding.

### **Where:**

Internal, Public Meetings, Public Hearings ,Group Discussion, and any place where we work together.

### **Pledge:**

As we explore complex and challenging topics such as race, disability, oppression, and discrimination, we collectively pledge to approach these discussions with a commitment to extend grace, humility, and empathy with each other. We recognize that we are all on both an individual and collective journey to dismantle oppression and discrimination from our culture and systems. Therefore, we pledge to cultivate dignity and respect even in moments of disagreement and discomfort. We expect and accept non-closure and with that we engage in courageous conversations with curiosity and an open mind. We dedicate ourselves to refrain from judgement, embrace active listening, and use “I” statements to foster open communication. In this space, we understand the “Platinum Rule” where we pledge to abide by each other's unique preferences thereby building better relationships and collaboration. We come into this with good intentions but also recognize that even when we do not intend to do harm there is an impact. We commit to prioritizing Act 128 Communities and acknowledge that there is no such thing as a single-issue struggle, our lives are interconnected. We vow to treat each other, our stories, our dreams and struggles with sacred care. We honor vulnerability. We embrace the spirit of co-creation; we affirm that we are the active agents of change and we are committed to doing the work to create understanding amongst and with each other.

The journey to collective liberation is filled with discomfort and painful truths but the final destination is community where everyone can thrive together. This is a shared space, grounded in the principles of this pledge.