



GATHERING NORMS

COLLEGE GOVERNANCE COUNCIL ADOPTED A BASELINE OF GATHERING SPACES NORMS REQUIRED IN EVERY GATHERING OR MEETING SPACE ACROSS CAMPUS.

The College Governance Council recommended to the President and the President affirmed that Skyline College adopt a baseline of gathering spaces norms to align with the campus wide work of Intergroup Dialogue and the People's College Initiative so that every person can expect that these norms will be honored when entering a meeting or gathering space on campus. Every group can add/customize to the needs of the particular committee or organization.

- (a) Students First
- (b) Interpersonal Level of Equity – Peer to Peer, no hierarchy in the room
- (c) Challenge ideas, not people
- (d) Use concrete examples
- (e) Stories Stay, Lessons Leave
- (f) Make Space vs. Take Space
- (g) Self-care
- (h) Trust the process
- (i) Give credit where it is due
- (j) Safe Space vs. Brave Space
- (k) Respect/Multi-partiality - experience & communicate respect in ways that are informed by our culture, tradition & language; no tone policing
- (l) Listen for understanding
- (m) Honesty/transparency
- (n) Calling in is preferred to calling out
- (o) Speak for yourself - not for others, reframe in the positive
- (p) Be careful of speaking in generalities - frame comments in your own experience
- (q) Giving grace, even when grace isn't given
- (r) Assume positive intentions and take responsibility for impact