Community Agreements for the Delta College Pride Coalition

1. We agree to struggle against racism, sizeism, transphobia, classism, sexism, ableism, and the ways we internalize myths and misinformation about our own identities and the identities of other people.
2. We agree to sit with the discomfort that comes with having conversations about race, gender, identity, objectivity, etc. We agree to try our best not to shame ourselves for the vulnerability that these kinds of conversations require.
3. We have common ground, but we all have different circumstances and needs.
4. The Vegas Rule. Take the learning with you, leave the names and stories here.
5. Be curious, open, and respectful of others. Call in not out.
6. Step up, step back and focus on self. Notice when you speak and when you are silent, avoid generalizations such as “we”, “they” etc.
7. Agree to disagree. Make it okay to recognize when a difference is emerging, honor differences without shame, blame or guilt.
8. Intent versus impact. Acknowledge and take responsibility for the impact of your words and actions.
9. Expect and accept non-closure. You may have thoughts and feelings that go unresolved today, and will be a part of your ongoing learning journey.
10. One mic. One voice at a time.
11. Take space or make space. If you are usually quiet challenge yourself to take more space, and if you usually talk a lot be mindful to leave room for quieter voices.
12. We agree to value the viewpoints of other people that do not challenge or conflict with our right to exist.
13. We agree that it’s okay to have feelings. It’s okay to feel uncomfortable when we’re discussing complex topics about boundaries, personal relationships, organizational relationships, and care.
14. Harassment, intimidation or discrimination in any form is not tolerated.
15. Physical or verbal abuse of any steering committee member, regular member, guest, and ally, will not be tolerated.
16. Examples of unacceptable behavior include but are not limited to: verbal comments related to gender identity and expression, sexual orientation, disability, physical appearance, body size, race, religion, and national origin; inappropriate use of nudity and/or sexual images in public spaces or in presentations; and, threatening or stalking any type of meeting guest.

17. There has been extreme institutional harm done to LGBTQIA+ employees and students at San Joaquin Delta College. If our mission is being interfered with by a member or attendee, or creating a hostile environment, the steering committee will vote and remove that person from Delta College Pride Coalition.
18. DCPC e-mail list is for informational purposes only. If you'd like to raise a concern, please bring that to the open comments time in the next meeting you can attend. If you cannot attend, e-mail a brief statement to the secretary and it will be read at the next meeting.
19. If you use the e-mail for non-informational purposes, you will receive a message stating that issues are to be brought to meetings. If you receive three of these messages you will be removed from the e-mail list. If you continue to e-mail members of DCPC for non-informational purposes, that will be considered harassment and you will be removed from the group.
20. Remember that email is not necessarily private. Your messages can be forwarded to many people without your knowledge. Before sending a message, read it over, double check the recipient(s) and make sure it would not become an embarrassment if it were forwarded to others not on your recipient list.