

Daybreak Plenary Agreements

Consensus adoption in February 2019 plenary

Plenary Participation: We value including and hearing all voices.

- **Attend plenary:** RSVP to Steering if you cannot attend
- **Plenary will begin on time**
- **Come prepared:** Review minutes from previous plenary, and review materials for next plenary as needed.
- **Use microphones**

Plenary Dialogue and Communication

- **Pay attention to impact over intent:** Sometimes, even when our intentions are positive, the impact of our words, our actions, or our community policies might have unintended or negative impacts.
- **Listen to understand:** Avoid formulating your response/counterpoints while you are listening. Be curious and open to different viewpoints.
- **Speak from your own experience:** Avoid generalizations and speaking for others. When using examples, be specific.
- **Take Space/Make Space:** Be aware of your comfort level speaking. If you speak frequently, leave space for other voices. If you tend to hold back, share your perspective.
- **Take ownership of your statements:** Be willing to help others understand your ideas and point of view. Speak your truth responsibly and with compassion.
- **Ask for clarification:** It's ok to break-in with a question for clarification before moving on to next speaker.
- **Avoid side conversations**