

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.

Academic Senate Gathering Norms

- A. Students First
 - a. Center the student experience
 - b. Reach out to hear from students, *themselves*.
- B. Interpersonal Level of Equity
 - a. Peer to Peer, no hierarchy in the room
- C. Represent constituent group not personal interest, center the collective experience
- D. Be present
 - a. Actively listen for understanding, not to respond
- E. Engage in honesty and transparency in regard to,
 - a. Self-Governance
 - b. Participatory Governance Process
- F. Calling in is preferred to calling out
- G. Tolerance of dissenting viewpoints, BUT no tolerance of intolerance!
- H. Allow space for disagreement-Agree to disagree (it is okay to not vote yes if you do not support an action item)
- I. Stop assuming all colleagues are informed
 - a. Stay Curious, embrace opportunities to learn
 - b. Don't be afraid to ask questions
- J. Maintain collegial professionalism
 - a. Hold yourself accountable for what you say
- K. Try not to work in department/division silos
- L. Continue to advocate for adjunct perspective and voice
- M. Challenge ideas, not people
 - a. Avoid personal attacks
- N. Use concrete examples
 - a. Try not overgeneralize when speaking
 - b. Use data driven decision making
- O. Do not universalize anyone's experience
 - a. Be clear about who or whom you are speaking for or on behalf of including your own personal interests
- P. Stories Stay, Lessons Leave
 - a. It is not appropriate to share someone else's story...but what you can share is any lessons learned or progress toward understanding or action.

- Q. Make Space vs. Take Space
- R. Foster Safe Space and Brave Space based on circumstance
 - a. “A *safe space* is ideally one that doesn’t incite judgment based on identity or experience - where the expression of both can exist and be affirmed without fear of repercussion and without the pressure to educate. While learning may occur in these spaces, the ultimate goal is to provide support.” (Break Away, 2017)
 - b. “A *brave space* encourages dialogue. Recognizing difference and holding each person accountable to do the work of sharing experiences and coming to new understandings - a feat that’s often hard, and typically *uncomfortable*.” (Break Away, 2017)
 - c. Allow space for meaningful dialogue despite agenda
- S. Respect/Multi-partiality - experience & communicate respect in ways that are informed by our culture, tradition & language; no tone policing
- T. Finding answers/solutions to issues/inquiries within a timely manner
- U. Practice cultural humility
- V. Practice self-care when necessary
- W. Give credit where it is due
- X. Trust the process of Academic Senate
- Y. Work together with humility
- Z. Have *fun* while doing the work!