

Norm	Implicit (Informal) Mark X in the space below to retain the norm.	Explicit (Formal) Mark X in the space below to retain the norm.	Omit Mark X in the space below to remove the norm.	Revision (Actual Language) If you decided this norm should be retained but recommend modification, then draft the language.
AUTHENTIC				
<i>* Speak your discomfort. If something is bothering you and you are open to sharing, please share it with the group. Often our emotional reactions to this process offer the most valuable learning opportunities.</i>		X		Speak your discomfort. If something is bothering you and you are open to sharing, please share it with the group. Often our emotional reactions to this process offer the most valuable learning opportunities.
Commit to being your authentic, truthful self.		X		Authentic
Be honest. Speak truth as you see it and ensure that your words and actions match.	X			Honesty
Allow others to speak their truth and listen without prejudice as they do.		X		1. Unbiased Active Listening
				2. Allow others to speak their truth and listen without prejudice. as they do.
Listen with respect as others speak. Be informed by what they say.			X	
Be open to outlying opinions or ideas and share the air to allow time for others to speak.		X		Allow every voice to be heard.
New:				
*(adapted from the University of Michigan Program on Intergroup Relations, IGR)				

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Practice Self-Awareness, Presence, and Patience				
<i>Be true to yourself. We want to create an atmosphere for open, honest exchange.</i>				
Be mindful of your own possible assumptions or biases, reflect on them, and set them aside. Forgive someone if they fall short or express bias.				Forgive (replace with patience) someone if they fall short or express bias.
Be positive and respectful when speaking of others (e.g., if the person heard what you said would it be hurtful)				
Forgive yourself if you need to stop, rewind, and change your mind.				Forgive yourself if you need to stop, rewind, and change your mind.
Practice patience when others dig deeper or change their minds.				Practice patience when others dig deeper (I think this may refer to others asking questions???) or change their minds.
Be mindful when communicating. Be mindful of behaviors that may appear to be a macroaggression and passive aggressive behaviors.				Be mindful when communicating. Be mindful of behaviors that may appear to be a macroaggression and passive aggressive behaviors. New or better terms here?
Recognize your potential attachment to issues. Bring options and interests to the group for discussion and be open to other possibilities.				
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Collegiality, Criticism, and Feedback				
<i>*Commit to learning from each other. Listen to each other and acknowledge that we all come from different backgrounds, skills, interests, abilities, and values. We realize that it is these very differences that will increase our awareness and understanding through this process.</i>				
<i>*Acknowledge each other's experiences We will not devalue people for their experiences, lack of experiences, or difference in interpretation of those experiences.</i>				
<i>*Trust that others are doing the best they can We will try not to 'freeze people in time' but leave space for everyone to learn and change through our interactions with one another.</i>				
<i>*Challenge the idea and not the person If we wish to challenge something that has been said, we will challenge the idea or the practice referred to, not the</i>				

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ASCCC Executive Committee Norm Development 11.03.2021

<i>individual sharing this idea or practice.</i>				
Collegiality, Criticism, and Feedback Continued	Implicit (Informal) Mark X in the space below to retain the norm.	Explicit (Formal) Mark X in the space below to retain the norm.	Omit Mark X in the space below to remove the norm.	Revision (Actual Language) If you decided this norm should be retained but recommend modification, then draft the language.
Critique, with respect and humility, not maliciousness				
When an issue or conflict arises, engage individuals directly to resolve the issue or conflict.				
Support others to find a positive way to express concerns or conflict and to find resolution.				
Be a trusted ally who can be a sounding board and will help you redirect negativity into positive action.				
Recognize that we represent are more than one opinion or position and avoid labeling or stereotyping someone based on past decisions or opinions				
Honor experience, knowledge, and the diversity of our perspectives				
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Honor the Space and the Dedication of The Committee				
<i>*Step Up, Step Back Be mindful of taking up much more space than others. On the same note, empower yourself to speak up when others are dominating the conversation.</i>				
Give thought and attention to innovative ideas during a meeting and avoid making rapid decisions or reacting to an idea too quickly or derisively.				
Establish clarity between what comments should be kept in confidence and what can be expressed outside the meeting. Respect that shared expectation of privacy.				
Acknowledge and celebrate the work of all of the Executive Committee members and Staff				
Praise publicly and provide constructive criticism and other critique privately.				
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ASCCC Mission

As the official voice of California community college faculty in academic and professional matters, the Academic Senate for California Community Colleges (ASCCC) is committed to equity, student learning and student success. The Academic Senate for California Community Colleges acts to:

- **Empower faculty to engage in local and statewide dialog and take action for continued improvement of teaching, learning, and faculty participation in governance**
- **Lead and advocate proactively for the development of policies, processes, and practices**
- **Include diverse faculty, perspectives, and experiences that represent our student populations**
- **Develop faculty as local and statewide leaders through personal and professional development**
- **Engage faculty and system partners through collegial consultation**

Training Pledge (not adopted)

We are a collective of diverse educators who honor and celebrate the respective voices and lived experiences of its members in order to engage in authentic abolitionist work.