



Fairfax RESJ Subcommittee

Thursday, March 4, 2021

Purpose

The Racial Equity and Social Justice (RESJ) Committee will be advisory to the Town Council of Fairfax, CA. The Committee will focus on actively dismantling and eradicating systemic and individual racism, bigotry, and discrimination within our Town, in an effort to create a Fairfax that is explicitly antiracist, equitable, and inclusive in both word and deed.

Relational Community Agreements

- Active listening
- Ask questions, don't assume
- Be open
- Be reflective and check-in on yourself
- Bravery and risk taking
- Bring community along and foster inclusion
- Each person has the opportunity to speak, share air time, and is heard
- Don't yuck my yum
- Honor personal accounts
- Not up for debate
- Own your privilege
- Privilege of leisurely activism
- Remember why we are here and we are the RESJ
- Respect
- Respectful response to triggers. Ok to make mistakes.
- Values aren't selective
- Welcome somatic reflection

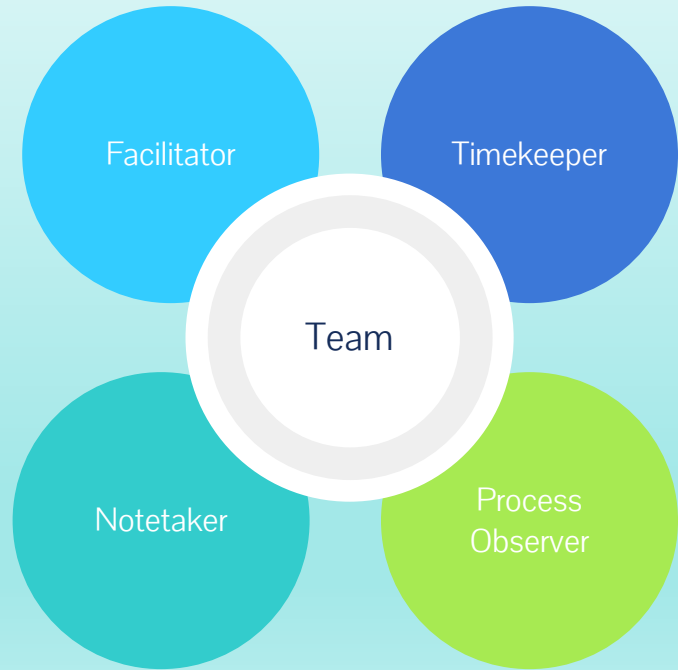


Operational Community Agreement

- Short breaks on your own (no notice needed)
- Avoid extended breaks (notify committee)
- If you can't make the meeting, advise ahead of time
- Do pre-work and be ready to go, alert if you can't attend
- Start and end on time
- Keep video on
- Homework in moderation
- Cell phone silent and no cell phones during the meeting



Team Roles





*How do we move forward
as a stronger more
effective team committed
to racial equity and social
justice?*

Community Agreements Focus

- Bravery and risk-taking
- Bringing community along and fostering inclusion
- Respectful response to triggers and ok to make mistakes
- Owning our privilege
- Asking questions and not assuming



In great teams, conflict becomes productive. The free flow of conflicting ideas is critical for creative thinking for discovering new solutions that no one individual could have come to on his own.

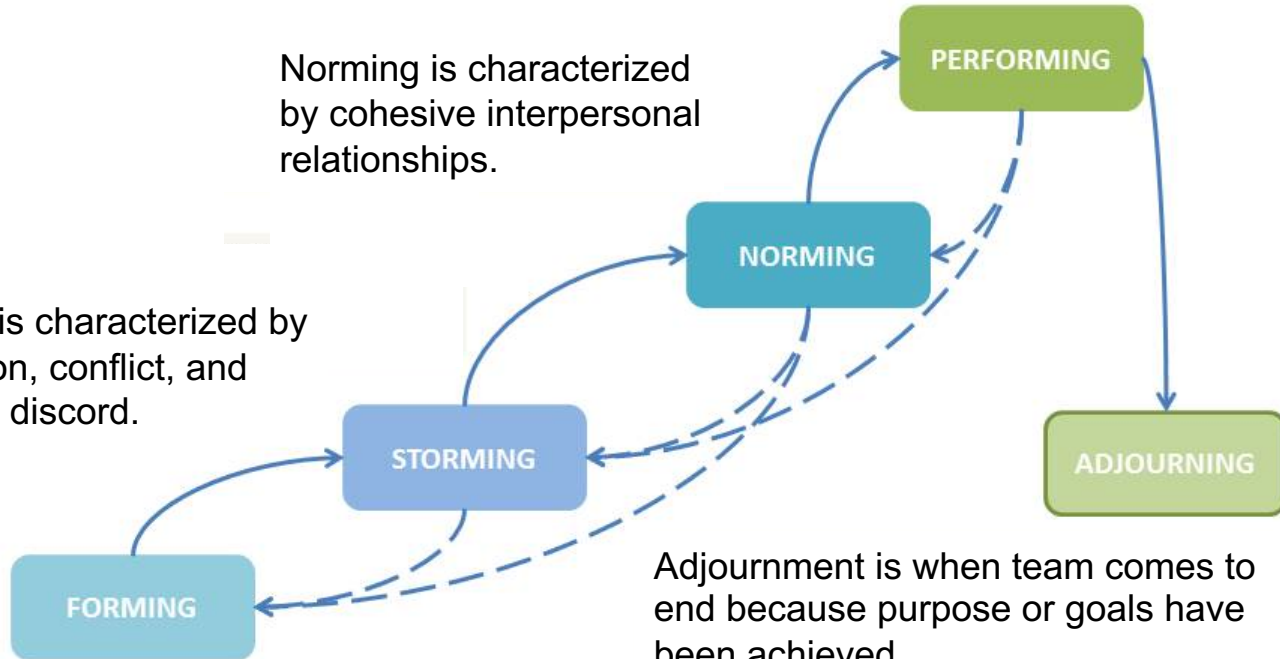
- Peter Senge

Stages of Team Development

Performing is characterized by effective interdependence.

Norming is characterized by cohesive interpersonal relationships.

Storming is characterized by competition, conflict, and unhealthy discord.



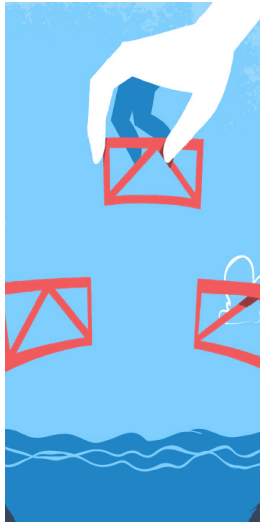
Adjourning is when team comes to end because purpose or goals have been achieved.

Forming is characterized by getting to know each other, excitement, and “politeness”.

Note: Teams may return to earlier stages of development

Frames for Justice

Bridging Vs Breaking



Calling In/Calling Out



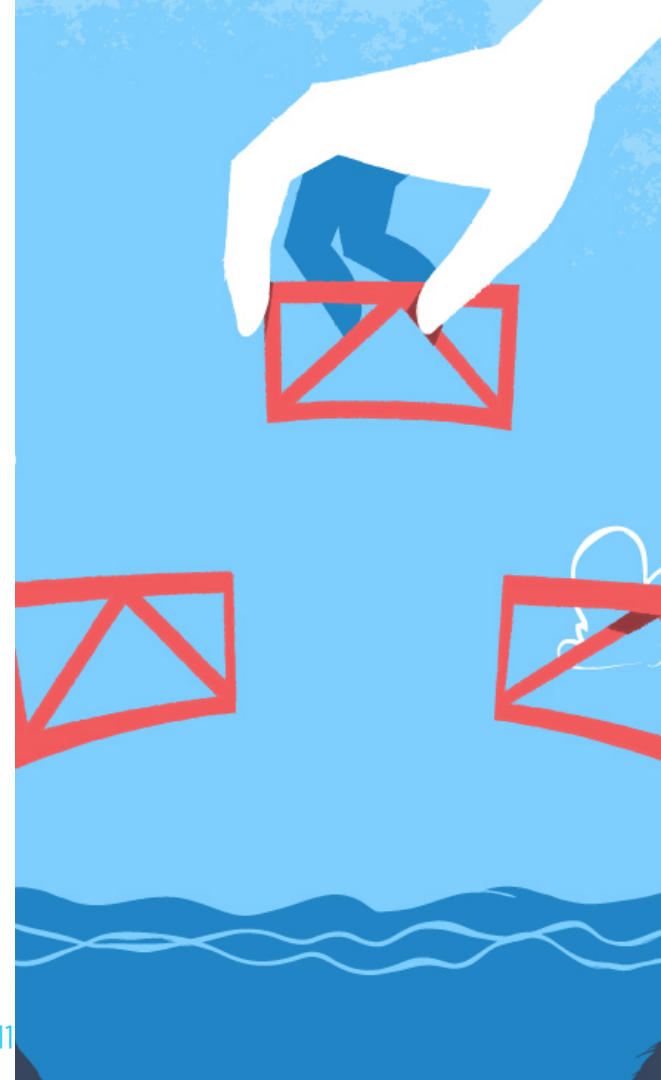
Tone Policing



Bridging vs Breaking

Bridging-Inclusive

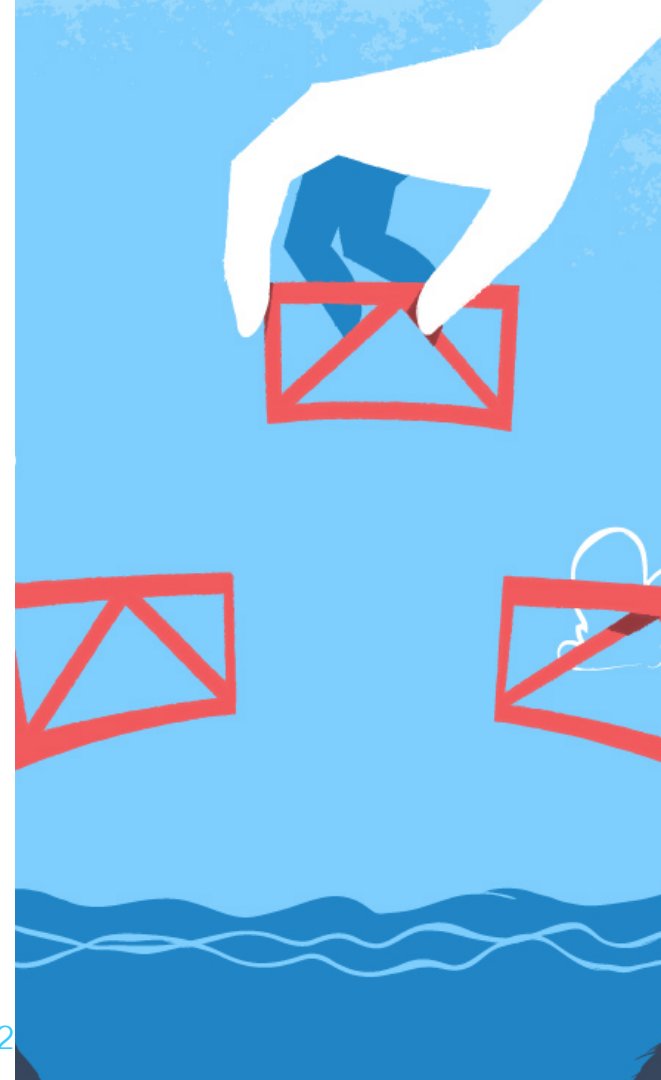
- Brings people together
- Deeper inquiry into those you are bridging with, and into self
- Empathetic listening and engagement
- Presence
- Compassion
- Seeking profound stories in regular life experiences
- Redemptive Love Relating to other groups based on deep listening, empathetic space, and recognition of suffering
- Rejects that there is a 'Them' while recognizing our unique differences
- A strategic or intentional response to reject Othering



Bridging vs Breaking

Breaking

- Pulls people apart-divisive
- Pulling away from other groups in ways that make it easier to tell and believe false stories of “us versus them”
- To initiate or foster practices that reinforce othering and dehumanizes a manufacture “them”
- Distrust of a perceived "Other"
- Social paranoia
- Nativism
- Racism
- Xenophobia
- Prioritizing the needs, desires and interested of a identity-based groups



Calling in vs Calling Out

Calling In

- Transformational
- Does not shame
- Welcomes people into difficult conversation
- Fosters inclusion
- Opening dialogue

Calling Out

- Stagnate
- Publicly shames
- Alienates people from the conversation
- Fosters fear
- Closing dialogue



Tone Policing

Tone policing is when someone tries to **diminish** the importance and validity of a statement by attacking the tone in which it is said and presented, instead of the message itself. A **silencing** and **diversionary** tactic, tone policing often allows privileged people to define the terms of a conversation about oppression.





If you see someone who is angry and upset about something that was said or done to them, don't tell them they should be *nicer*. Instead: Recognize their emotions as valid. Recognize that their emotional state is an indication that something extremely harmful was done to them, whether it was by you, or someone else. Work to understand why the action was oppressive. **Take all that energy that you're wasting being so concerned with how people are responding to their own oppression, and channel it into fighting oppression.** — [Do or Die](#)



Tone policing, simply put, is the dismissal of a person's argument (generally a less-privileged person in social justice discourse) because of their tone, which may be perceived by the bigoted more-privileged person as 'too personal,' 'too emotional' or 'too angry.' Meanwhile, the oversensitivity argument basically amounts to the bigoted more-privileged person telling the less-privileged person to suck it up and deal with the abuse the kyriarchy deals out. Put together, these things add up to a massive display of double standards. 'I shouldn't have to deal with your [justified] anger/pain, but you should just sit back and take my [unjustified] bigotry.' — [Anger is Justified](#)



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Closing

- Next Steps
- Items for Next Meeting
- Process Observes
- Appreciations
- Closing Comments





OLAS

Equity and Inclusion Strategists

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