

EQUITY PRIME

We each have a choice... to be a voice for equity and inclusion

When I see or hear someone being treated in a manner contrary to our values and rights as members of this committee, I can...

- Send a private message to the speaker
- Ask for recognition to pause and address the issue in the moment
- Speak with the moderator at the break to address later

Am I using the meeting tool to maintain my own power?

Provisional list of the rights of COGA members underlying the equity prime card:

- Right to be recognized by the moderator
- Right to disagree and voice disagreement
- Right not to be interrupted and be able to finish a thought
- Right to vote (depending upon status)
- Right to speak with an accent
- Right to request an interpreter
- Right to feel equal to others at the table
- Right not to be a cradle Presbyterian and have zero connection to the historical church

EQUITY PRIME

Questions Before Decisions

- Do we have enough information to make an equitable/inclusive decision?
- *Have we heard directly from those who will be most impacted?*
- Have we thought through the impact to the whole church?
- *Do we have to make the decision now?*
- What additional voices/information do we need to make an equitable/inclusive decision?
- *Have we honored what's on our cards to honor each others' rights and check our own use of power?*
- Is this decision being made with energy, intelligence, imagination, and love?

Possible Next Steps

- Move to decision
- Postpone until additional voices/information can be heard/gathered
 - Invite additional resource persons to this meeting
 - Invite additional resource persons to next meeting