

Academic Senate of Santa Monica College

Community Norms and Agreements 2019-20 (Second Read Senate)

Executive Retreat Ideas (8/16/19) plus additional norm (#1) added at Full Senate 9/3/19:

1. Center the Santa Monica College student, and the completion of their self-stated goals, in everything that we do.
2. Supportive and non-judgmental space
3. Honest and authentic communication
4. Open-mindedness, room to hear all ideas
5. Practice self-awareness and patience
6. Be positive and respectful when speaking of others
7. Honor the space and dedication of the people who work in it
8. Praise each other
9. Don't allow past to dictate future, and learn from history
10. Validate feelings, but don't internalize negativity

From the ASCCC Executive Committee Norms (approved 2/3/18)

Authenticity

- Commit to being your authentic, truthful self.
- Be honest. Speak truth as you see it and ensure that your words and actions match.
- Allow others to speak their truth and listen without prejudice as they do.
- Listen with respect when others speak. Be informed by what they say.
- Be open to outlying opinions or ideas and share the air to allow time for others to speak.

Practice Self-Awareness, Presence, and Patience

- Be mindful of your own possible assumptions or biases, reflect on them, and set them aside. Call people in when you hear them express their biases.
- Be positive and respectful when speaking of others (if the person you are speaking of heard you, would they be hurt?).
- Forgive yourself if you need to stop, rewind, and change your mind.
- Practice patience when others dig deeper, or change their minds.
- Be mindful when communicating. Be mindful and avoid behaviors that may be microaggressions or passive-aggressive.
- Recognize your potential attachment to issues. Bring options and interests to the group for discussion, but be open to other possibilities.

Collegiality, Criticism, and Feedback

- Honor experience, knowledge, new ideas, and the diversity of our perspectives
- 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 a resolution.
- Be a trusted ally who can be a sounding board and will help others redirect negativity into positive action.
- Recognize that we are more than one opinion or position and avoid labeling or stereotyping someone based on past decisions or opinions.

Honor the Space and Dedication of the Committee

- 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 senators, executive committee members, and committee members and staff.
- Praise publicly and provide constructive criticism and other critique privately.