Audit Team Working Agreements Sample

Based on: *Fostering Positive Race, Class, and Gender Dynamics in the Classroom*

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Excerpted and adapted from *The Blueprint for Safety Equity Assessment Toolkit*

The Audit Team represents both the community and the criminal legal system. Team members will engage in information gathering, discussion, analysis, and strategic approaches regarding inequities produced by the local criminal legal system’s response to gender-based violence. It can be difficult to explore varied viewpoints about complex issues ­– particularly when related to race, gender, class, wealth, and other social inequities – and work together to make meaningful change. Team members of the [insert community] Audit Team agree to the following Working Agreements to protect and honor all people and information involved.

1. We are here to learn together: to exchange ideas, think critically, ask questions, engage in dialogue, and pose solutions respectfully.
2. Community-based advocacy, social justice organizations, and community-based experts are represented on our team to ensure our assessment process is survivor-focused and representative of the lived experiences of those most impacted by bias, inequity, and injustice.
3. System practitioners are represented on our team to inform our assessment related to criminal case processing and to advocate for recommended changes.
4. All forms of oppression exist and are likely to surface from time to time.
5. One aspect of institutionalized oppression is that we have systematically been taught misinformation about our own group and about members of other groups.
6. We agree to actively pursue opportunities to learn new information that questions what we have been taught and to listen respectfully to unfamiliar perspectives.
7. We agree not to blame ourselves or others for the misinformation we have learned, but to accept responsibility for not repeating misinformation after we have learned otherwise. We will therefore avoid focusing solely on individual practitioner beliefs and biases and instead consider the concepts and theories that exist throughout particular agencies or the system overall.
8. We agree not to blame those that experience oppression for the condition of their lives.
9. We assume that everyone is doing the best they can.
10. We agree that we will not demean, devalue, or in any way “put down” people for their experiences.
11. We agree to actively challenge the myths and stereotypes about our own groups and other groups so that we can build our connections, while also breaking down the walls that separate us.
12. We embrace the differences and similarities among us, encouraging everyone to self-monitor to ensure all have equitable opportunity to participate. We challenge ourselves to communicate in new ways, including making time for silence, reflection, and processing.
13. We agree to attend to our own needs by nurturing ourselves mind, body, and spirit.