# PROPOSED COALITION MEETING NORMS

## Zoom Norms

1. Mute yourself when not talking.
2. Use Zoom’s raise hand feature if you have something to say.
3. Limit distractions by turning off your camera if you need to take another call.

## Community Norms

1. Lead with a racial equity lens.
2. Be aware of power dynamics.
3. Challenge concepts, not people.
4. Listen to learn.
5. One person speaks at a time.
6. Speak from your own experience.
7. Make space, take space.
8. Assume best intentions *and* take responsibility for impact.
9. Be aware of time and agenda.