

Proposed Meeting Norms for PACRA Board Members and Meetings
Presented by Judy Cater, VP
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1. **TRY ON:** Be open-minded to other's truths
2. **IT'S OK TO DISAGREE:** Disagree with ideas, not the person. It's NOT ok to shame, blame, or attack oneself or others. If you disagree with something, speak up.
3. **PRACTICE SELF-FOCUS:** Use "I" statements, listen to others with an open mind, try not to project our truth to others.
4. **PRACTICE "BOTH/AND" THINKING:** Rather than "either/or" thinking. None of us has a monopoly on truth. There is much more than one truth at any moment.
5. **BE AWARE OF INTENT AND IMPACT:** What we say always gets filtered through the experience of the listener and is rarely heard as we fully intend.
6. **TAKE 100% RESPONSIBILITY FOR ONE'S OWN LEARNING:** Read all information sent before the meeting and be prepared to discuss it immediately at meetings.
7. **MAINTAIN CONFIDENTIALITY**
8. **LIFE IN COMMUNITY IS OFTEN COMPLICATED:** Sometimes this work is hard. Please remember we have a common goal.
9. **SAY "OUCH":** Share when your feelings are hurt with the person who hurt them, rather than with others in the parking lot.
10. **ARRIVE ON TIME AND END ON TIME:** Plan to stay for the whole meeting.
11. **VOTE APPROPRIATELY:** "No" and "Abstaining" are valid votes.
12. **AVOID "PARKING LOT" MEETINGS:** Meetings are at our table only, together!
13. **SUPPORT DECISIONS OF THE Board:** Even if we have other views individually
14. **DISCERNMENT IS A VALUED DISCIPLINE:** It's Ok to ask for more time or discussion before making decisions.