

As a white person, I enter this space with these intentions:

General Assembly is a community space and a coalition space. I am grateful to be here.

While I may be participating from my home, this General Assembly space is not my home--it is a shared, covenantal gathering; I share this virtual space with many other people, including people with marginalized identities who too often experience being less than welcome in our congregations and our faith. I will strive to participate in creating a welcome space for all, and to disrupt when I witness harm or exclusion happening. I will disrupt any tendency in myself to presume that all spaces within General Assembly are for me. I will respect caucus space set up by and for people with marginalized identities that I do not share. This is a great opportunity for me to practice de-centering myself. It might feel uncomfortable—mostly because I am unaccustomed. But this is a gift. It is a spiritual practice in humility.

When I am in a space hosted by people with marginalized identities who have welcomed all to join them, I will remember that:

- I come into this space with an open beginner's mind. I will resist the urge to think I have the answers. No matter how much anti-racism and anti-oppression work I have done, I will return to this place of humility and openness.
- I will resist the urge to interject. I am here to listen. I am here to witness. I am here to learn. This is not about me.
- When things come up that I feel the need to process out loud, I will seek out another white person to hold that space for me. I will bring it to a dedicated white caucus space. If I need to process more urgently, I will reach out to a white friend. I will ask Allies for Racial Equity (ARE) to connect me to someone if I need that.

When I am in any General Assembly space, I will remember that:

- If Black, Indigenous, or other People of Color (BIPOC) share their thoughts with me in smaller groups or one on one, I will listen. I will practice gratitude for being entrusted and honored with their thoughts. I will hold that sacred space with them by affirming them and asking only truly open-ended questions.
- If someone calls me in, I will listen closely, respond humbly, and say thank you. I will understand that the person calling me in values our relationship enough to do the emotional labor of staying in relationship with me. I will not make it about my shame or guilt. I will not attempt to receive comfort from the person I harmed. I will accept responsibility for my actions. I will bring my own

processing to other white folks as I do the work of striving to stop harming my beloved siblings.

- If I witness microaggressions or other problematic things, I will speak up. I will take that burden off of our siblings of color whenever appropriate.
- I will remember that as a white person I do not own the anger that comes with being marginalized due to your race, if I experience other marginalizations they are a learning tool not a direct comparison. I will not perform anger at other white people to seek validation from BIPOC or other white people.

I enter this space with gratitude, humility, a willingness to learn and grow, and ready to do what I can to hold this space sacred.