



Meeting Guidelines

to be read after founding principles, before discussion begins

1. We welcome the use of devices as communication aids or fidgets for stimming. However, if you need to take or make a call, please step out of the meeting to do so. On Zoom, mute your device and turn off video while in outside conversation.
2. Avoid cross-talk or side conversations. Instead, share your thoughts with the group as to avoid talking over others. Approval of what is being said can be done non verbally with nods, sparkle hands, thumbs ups, ...
3. What happens in meetings stays here. Do not reveal any identifiable information, including names or issues discussed outside of meetings. Do not "out" group members without their explicit consent. This includes how we may interact when seeing each other in the world. Be mindful that not all of us are publicly trans everywhere and anywhere.
4. This needs to be a safe place for all to raise difficult, awkward, or controversial issues. Therefore, always assume the best intent of the speaker by fully listening to their words without judgement.
5. Be compassionate to each other when giving feedback. Think about the impact your comments might have while phrasing them.
6. Use "I" statements when speaking. Remember that in a diverse group, your way of coping with a situation may not work for another. Speaking from our lived experience is both powerful and allows the group to not feel "should on".
7. Our meeting time is a limited and shared resource. Be mindful of the amount each of us use. Allow space and silence for those to bring critical issues to the table. Remember, while our time together is limited it is renewable: we will have just as much at the next meeting.