



Group Norms

All of you are perfect just as you are, and you could use a little improvement.

- Zen Master, Suzuki Roshi

Organic Growers School is committed to creating an equitable learning culture. We believe that systemic oppression and institutional injustice have led to inequalities that perpetuate disenfranchisement and marginalization of People of Color, youth, women, LGBTQIA+ folks, and the disabled, specifically in the realms of sustainable agriculture, environmental integrity, and land-based living.

OUR GOAL: OGS aspires to develop, promote, and sustain an organizational culture that acknowledges, values, and nurtures equity, diversity, and inclusion in board, staff, volunteers, audience, leaders, and programs.

GROUP CULTURE: OGS seeks to cultivate a learning culture of respectful and reciprocal learning that is non-judgemental and engaging of all people. With your partnership and through your leadership, please set the following goals:

- **USE "I" STATEMENTS:** Speak from your own experiences and encourage others to do the same. Offer brave and reflective responses.
 - **Try it on:** Check your assumptions about others or new situations at the door.
- **W.A.I.T. -- WHY AM (or AREN'T) I TALKING:** Reflect on the level of space you are taking up. Step up, and step back as needed. Encourage participation from others (especially marginalized folks); discourage cross talk, discounting, or talking over others.
 - **Call folks in...not out!**
- **ACTIVE LISTENING:** Give your full and heartfelt attention and encourage others to do the same.
- **UNDERSTANDING:** The goal is not to agree, but to gain a deeper understanding. It's okay to respectfully disagree. Welcome all perspectives. Silence does not mean agreement.
 - **Lean into discomfort:** This is your growing edge, and where the change happens.
 - **Practice "both/and" thinking:** Two seemingly contradictory ideas/experiences can both be equally true for people. Embrace paradox.
 - **Notice intent vs. impact:** Notice and take responsibility when your actions or behaviors impact others differently than intended.
 - **Acknowledge history and herstory and your lens:** Not everyone comes from the same perspective or background. Acknowledging that the past impacts people's current reality differently. "We" is not the same for all.
- **TAKE CARE OF YOURSELF:** For the whole of the group, we want everyone to have fun and be engaged on a comfortable level. If this means not participating in an activity or discussion, please make your needs known.