

## Asian/Pacific Islander Caucus (A/PIC) Covenant

We, the members of the Asian/Pacific Islander Caucus (A/PIC) of the Diverse Revolutionary Unitarian Universalist Multicultural Ministry (DRUUMM) agree to abide by the following covenant in order to create a productive and successful organization. We will:

- maintain confidentiality;
- promote dialogue by listening to understand; with an open heart and mind rather than by debate or lecture;
- speak our truths in constructive and civil ways, considering how our individual and diverse communication styles affect others;
- speak directly with persons with whom we have concerns or questions - we will not gossip or triangulate with others;
- try to learn more about the perspectives of those who experience discrimination in our community;
- be honest with and kind with one another;
- recognize we are each "works in progress," and that no one has the "right answer";
- model anti-oppressive behavior by succinct process observations as needed;
- allow one another the opportunity to be in right relationship and in the history of our work together;
- withhold unsolicited personal judgments and examine our own assumptions;
- recognize that the work we do together is sometimes difficult, and that our overall goal is to stay 'at the table' together (this involves taking risks); and
- acknowledge that this is a living document, intended to be improved upon as our community sees fit.