

WCC Academic Senate Community Norms*

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These norms are to guide how we the members of the WCC Academic Senate shall conduct ourselves in leadership roles as we serve the college and faculty.

Authenticity

- Commit to being your authentic, truthful self.
- Be honest. Speak truthfully and ensure that your words and actions match.
- Allow others to speak their truth and listen without prejudice as they do.
- Listen with respect as others speak. Be informed by what they say.
- Be open to alternatives or ideas and share the air to allow time for others to speak.

Practice Self-Awareness, Presence, and Patience

- Be mindful of your own possible assumptions or biases, reflect on them, and set them aside. Forgive someone if they fall short or express bias.
- Be positive and respectful when speaking of others (e.g., if the person heard what you said would it be hurtful)
- Forgive yourself if you need to stop, rewind, and change your mind.
- Practice patience when others dig deeper or change their minds.
- Be mindful when communicating. Be mindful of behaviors that may appear to be a macroaggression and passive aggressive behaviors.
- Recognize your potential attachment to issues. Bring options and interests to the group for discussion and be open to other possibilities.
- Be mindful of your role as a representative of constituents.

Collegiality, Criticism, and Feedback

- Be intentional about including the experiences, knowledge, perspectives, and voices of all senators and those of the constituencies we serve.
- Critique, with respect and humility, not maliciousness
- When an issue or conflict arises, engage individuals directly to resolve the issue or conflict.
- Support others to find a positive way to express concerns or conflict and to find resolution.
- Be a trusted ally who can be a sounding board and will help you redirect negativity into positive action.
- Recognize that we are more than one opinion or position and avoid labeling or stereotyping someone based on past decisions or opinions

Honor the Space and the Dedication of the Committee

- Give thought and attention to innovative ideas during a meeting and avoid making rapid decisions or reacting to an idea too quickly or derisively.
- Come to each meeting prepared (e.g. reviewing all accompany documents and seeking input from constituencies prior to the meeting)
- Establish clarity between what comments should be kept in confidence and what can be expressed outside the meeting. Respect that shared expectation of privacy.
- Acknowledge and celebrate the work of all of the WCC Academic Senators
- Praise publicly and provide constructive criticism and other critique privately.