

ORAAC

Working Agreements

- 1. Keep the patients and communities who have been marginalized by mainstream institutions, like the healthcare system, at the center of the discussion**
 - a. Recognize that discussions about discrimination can be painful for institutional actors *while also* centering patients and marginalized communities
 - b. Acknowledge the discrimination and oppression experience by our communities who are BIPOC, disabled, elders, etc. before and during the COVID-19 pandemic
 - c. Center the most vulnerable, such as those with intersecting identities
 - d. Remember that real people will be on the receiving end of ORAAC's recommendations
- 2. Be mindful of paternalism in discussions about elders, people with disabilities, and BIPOC communities**
 - a. Recognize that disability is a natural part of the human experience
 - b. Recognize that communities have rich histories outside of their experiences of oppression
- 3. Acknowledge the importance of all the services, supports, systems, and perspectives that are present in this committee**
 - a. Engage with the lessons learned, community work, clinical experience, case management experience, etc. that is present
 - b. Assume that everyone wants to do the best thing for each patient
 - c. Be mindful of your positionality
- 4. Be cognizant of how you speak and what you say so we can all understand one another**
 - a. Utilize plain language or define the jargon or acronym you use
 - b. Illustrate your point by providing examples
 - c. Speak slowly and enunciate
- 5. Recognize that participation and engagement looks different for everyone**
 - a. It is okay to go off camera or participate through the chat
 - b. Accept alternative modes and means of communication
 - c. Understand that how someone communicates is not indicative of their intellect, ability, or value
- 6. Keep an open mind and come with a willingness to learn and to share**

- a. Understand there will be a healthy acceptance of diverse opinions and a clear rejection of discrimination
- b. Ask probing questions respectfully in order to better understand someone
- c. Be open to being challenged or being moved

7. Move in the spirit of trust and love

- a. Understand that this requires time and transparency
- b. Know it is okay to bring joy, humor, and lightheartedness into a tough conversation
- c. Recognize that perspectives can shift or change for the better when people are given safety, respect, and care
- d. Handle these conversations with care, and at times, confidentiality, when sharing out externally

8. BE CLEAR ABOUT

- a. What your stance or perspective is, nuance is an issue for some
- b. What decisions ORAAC is making
- c. What information needs to be handled confidentiality