



The State RJ Council Communication & Collaboration Norms

The State RJ Council is intentionally designed to hold both the opportunities and tensions of cross-sector, multi-disciplinary collaboration. How we handle these within our work and relationships is key to moving RJ forward in Colorado. It is critical in all our communications, as individuals and a collective body, to:

- Value that varied lenses related to RJ - whether philosophy, context, practices, knowledge, training or experience - are a natural part of our collective body and work.
- Use collaborative skills to explore consensus:
 - Be mindful of our personal biases and assumptions.
 - Assume good intent; remain curious.
 - Listen with a view to better understand and to be open to learn from others.
 - If in doubt about where someone is coming from, ask clarifying questions.
 - Share our insights, experiences, hopes and hesitations openly with others.
 - Remember that language, labels, and terminology can be conveyed and received in varying individual and contextual ways.
 - Build on the strengths of our commonalities, while respecting real differences.
- Always hold the overall RJC mission, vision and strategic scope in our individual and collective focus, even as we bring our different lenses to the table.
- Foster RJ values in our work and relationships, using the 5 R's as a foundation:
***Relationship *Respect *Responsibility *Repair *Reintegration**
- Stay engaged on a consistent basis and honor our individual and group commitments.
- Make time and space for equitable dialogue that goes deeper and invites different perspectives on important substantive and procedural issues.
- Address concerns in a timely way. Accept responsibility for your part; avoid personalizing issues, blaming, or dismissing others if something isn't working for you.
- Speak directly to the person(s) with whom you have a concern or conflict. Avoid side-talk, speaking about others who are not present, and triangulating dynamics.
- Don't let things build up. Use a coach or facilitator to assist with more sensitive or significant issues. If you just need to vent, limit this to one private outlet and move on.