

Meetings and Decision-Making

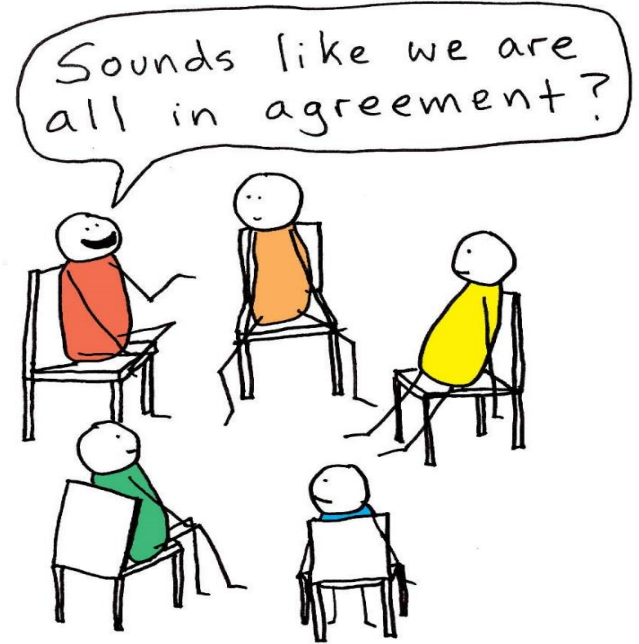


Why is this about Justice and Equity?

Who has power?

Who is heard?

Who impacts decision?

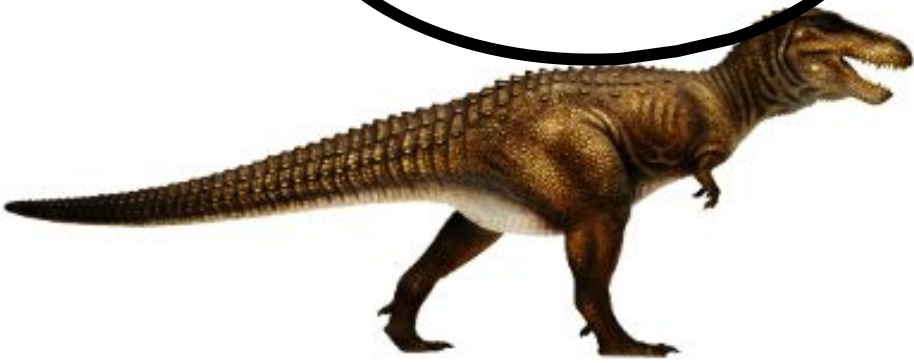


Types of Meetings

1. Setting circle or organizational policies (Governance)
2. Making strategic decisions
3. Coordinating activities/ dividing labor (Operational)
4. Evaluating performance
5. Learning Together
6. Distributing knowledge/ training
7. Building trusting relationships between peers
8. Reflecting on self and relationships
9. Brainstorming new ideas
10. Repairing

Beware of the Tyranny of Structurelessness Rex

This is
what we
should do!



One Decision Making Model

- **Proposal** Create in advance of the meeting
- **Clarifying Questions** Listen to Understand
- **Reactions** “I think or I feel”
- **Amendments** “Based on what I heard...”
- **Objections** “Is it safe enough to try?”

What's a Valid Objection?

Set a threshold that makes sense for you org

Consider the difference between these two:

(a) Decision is out of alignment with mission or place an undue burden on individual

(b) A better solution can be found within a reasonable amount of time.

Where do proposals come from?

Individual notices and writes proposal

Individual notices, names, and asks for collaboration

Individual notices and asks someone else

Group notices and asks individual