Suggestion for Meeting Norms and process:

- The Speaker addresses the Council.
- Acknowledge before a presentation that the staff presently involved almost certainly were not involved in creating the conditions that caused the current situation.
- The presenters are presumably responsible for creating a better way forward.
- Please don't shout or use words you don't want to hear from a three year old. Creating discomfort in the listeners is generally not productive.

Reframing suggestions as questions. Presumably the presenters have already considered the alternatives. Ultimately, we hope for partnership/equity in issues of importance to our community.

- Ex--Is a roundabout being considered? If no, why not? If yes, how long would that take?
- What are the impediments?
- Who (and what agency) is the most effective avenue to communicate the community needs/ideas.
- This kind of questioning would also present the opportunity for community members to express support for the most desirable solution for interim and long term fixes.

Suggestions to reduce meeting duration.
Keeping in mind the conflicting desire of a forum for the community and making the MAC meetings a manageable time. These suggestions may not be necessary for every meeting..

1) Summarizing written comments ahead of the meeting into one document. Setting a deadline for written comments to allow for time to compile. Suggestion comments must be received Tuesday by noon (or Monday at 5pm?) before the meeting.

- Comments can be repetitions because the writers do not know what others have written.
- Suggest a tally of ideas. The number of writers who are in support of a particular idea or question would be tallied.
- Writers and areas of residence would be acknowledged.
- This has the potential for the presenters to answer point by point without repetition.

2a) Hold a Listening Session before the meeting to compile in person community concerns/questions. Suggest one and a quarter hours for this process. There is an ongoing concern that the Springs MAC is the only forum for the voices of the Springs community to be heard. We have talked about listening sessions, but have not had the time or energy to implement them. This might be a path to providing more and wider opportunities for community voice.

- Again, tally ideas and questions.
- Speakers and their area of residence would be identified, per meeting requirements.

2b) Request that in person commenters, in person and online with the same or similar questions or requests simply affirm their support of the first speaker. This will require a little humility to achieve, since we are all convinced of the importance of our own comments.

- Gather names and locations.

Agreements:
- Share the air… step up, step back, invite others in
- Lean into discomfort… we can't improve what we do not face
- Embrace "we," not "they"… to unpack how our systems/processes can perpetuate and interrupt inequity
- Own your intent and impact… resist defensiveness/blaming/avoidance, and seek to understand
- Use asset based language…frame discussions around what strengths we exhibit