

Commission Approach for Thoughtful Deliberations

(Notes from 5/2026 Equity training)

- Create a welcoming and respectful space where all commissioners feel comfortable speaking and asking questions.
- Allow time for open discussion without rushing and make sure everyone has a chance to be heard.
- Encourage honest conversations, including difficult topics, while respecting different perspectives.
- Approach decisions with curiosity, kindness, empathy, and awareness of personal bias.
- Support one another throughout the process and recognize that learning and growth are part of the journey.