



STATE OF WASHINGTON  
**OFFICE OF THE GOVERNOR**

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**Governor’s Task Force on Independent Investigations of Police Use of Force**  
**GROUND RULES**

1. Using an anti-racist lens, center voices of communities disproportionately impacted by police violence.
2. No remarks will be tolerated that denigrate any dimension of diversity (racist, homophobic, sexist, etc.)/No name calling or antagonizing.
3. Honor the time limits set by the facilitators and be sure to raise your hand when you want to share something. Please do not jump into the conversation, or interrupt others.
4. We want to be aware of our beliefs, and operate with a growth mindset. And we want to be ready to keep them to ourselves if they will not contribute to the discussion or resolution.
5. No gas lighting. Respect one another’s perspectives and opinions even if we do not agree.
6. Allow the conversation to be uncomfortable and difficult.
7. Participate in good faith with an open mind to new ideas, and a willingness to collaborate.
8. Avoid “Oppression Olympics” and making judgements about others.
9. Listen to others, be aware of triggers, assume positive intent, and be empathetic.
10. Check your assumptions at the door.
11. Step up, step back. Allow for equal, uninterrupted time to communicate so all voices will be heard. No silent objectors.
12. Be engaged at all times.
13. Use “I” statements, stay focused on our work, the discussion, and task at hand.
14. When possible, use objective facts to inform positions on issues
15. Be patient with others as there may be technical glitches, or people losing focus.
16. Be patient and understanding as people may come from varying backgrounds and experience language barriers.
17. Do your homework outside of task force meetings. There is a lot to learn and a key part to this work is understanding the existing systems and propose solutions.
18. Have realistic expectations and be committed to creating an outcome.
19. Raise our personal standards, recognizing that we are tasked with representing the vast and diverse needs of the state. We must be expected to maintain professionalism, do our homework, and be held accountable to the goals.