

Appendix 12:

Building our way of working

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This is a live working document for the Design Advisory Group which welcomes all members' feedback, contributions and adjustments as ongoing through our work together.

Starting with acknowledging both the crucial importance of, and the inherent challenge in anti-racism work, we aim to build a collaborative way of working together which builds trust, support for one another, and centres the principles of anti-racism.

The following values were discussed at our meeting on 19.2.24 and now open as a shared document for further contribution.

Please add comments, suggestions, questions, propose additions or changes in your own time. Next we will write this into a statement which we can refer to and remind ourselves of.

Design Advisory Group principles:

- recognising no one being is more important than another
- mutual respect, openness, honesty and non-judgment
- avoiding assumptions, navigating knowledge gaps through questions
- communicating our needs, keeping open dialogues through the work
- willingness to challenge the system, be intentional, anticipatory
- working with rigour and attention to detail as a practice of care
- integrity, transparency and accountability
- supporting one another, giving each other space to learn and grow
- welcoming change, working through challenges together; not throwing each other under the bus
- valuing learning from mistakes, negotiating these with generosity
- prioritising care for ourselves; silence for self care
- protecting confidentiality - not making public comments about work without speaking
- wherever possible keeping it straightforward
- accountability:
 - hold power to account
 - holding each other to account and
 - allowing space for communities to hold the group to account.