



OF/BY/FOR ALL'S

PROTOCOLS

OF

CARE

This document holds the ways OF/BY/FOR ALL will provide care and support in our shared spaces.

This document will evolve as our community's needs evolve. If you have any questions, please email catalyst@ofbyforall.org for assistance.





OF/BY/FOR ALL'S

Protocols of Care



All Together as a Group

- Our first responsibility as facilitators and space holders is to support you to feel seen and not be alone.
- We may not always see what you see, just know you don't have to hold it without us.
- Our team will make ourselves available for direct messaging (DM). A designated person on the team will be named at each gathering. That person will be looking out for any members of our community that may need support.



In the Chat

The OF/BY/FOR ALL team will be in the chat to celebrate, affirm, question, and lovingly call you in by offering other perspectives to what you may have shared.

REMINDER

Before tapping us, we encourage you to check in with yourself. Pause, take a breath, be in relation to activated moments and do what you need to do to take care of yourself—turn your camera off, step away, leave the breakout room, take a sip of water.



In Breakouts

The OF/BY/FOR ALL team has less presence in those spaces to allow you space to connect with each other.

WHAT WE CAN AND WILL DO:

- Remind you of the community agreements before we go to breakouts.
- Always offer the Quiet Room for individual reflection.
- Available to extend presence and support in facilitation of breakout space, if asked.



In Asana

- This space is yours; the OF/BY/FOR ALL team simply visits to offer support and feedback.
- We encourage you to be vulnerable, share your thoughts, and, also, acknowledge when harm happens.
- Hold this space for you and your team with care and intention.