

Intersectional Identities / Hunaniaethau Croestoriadol 'Ways of Working'

Collaborative working as a partnership (the full partnership agreement can be found [here](#))



We will create a safe space, where we trust, respect and support each other. To meet everything and everyone with unconditional positive regard.



We will embrace differences in who we are, how we work well and what we think – it is a great strength!



We will be curious, ask questions and seek answers.



We will hold a space for healthy constructive and open challenge.



We will value and prioritise lived experience – our starting point will be to understand what matters to people and never to assume.



We will create space to learn from each other's culture and language and become a trilingual melting pot – it's about giving it a go, not getting it perfect!



We will use the 'Ouch/Oops' tool to ensure we are all able to articulate our concerns in the moment. Ouch = signals my discomfort, Oops = response in the room to acknowledge this discomfort, we pause and review. More context on 'Ouch/Oops' tool [here](#).

Partner meeting ground rules

(Note - this section covers how we run regular partner meetings)



The chair will provide a meeting agenda and written information in advance of any meetings, with any actions clearly signposted – this will allow the group and the interpreters to prepare in advance. The chair will share the notes one week in advance as default but where there are larger actions or topics that will need greater preparation time by the partners, more notice will be given.



We will put aside 5 minutes at the start of every meeting to practice key words/phrases in Welsh and British Sign Language.



Every individual will state their name before communicating our point - this allows for greater access in following the conversation.



We will always budget for and book two interpreters unless interpreters state otherwise.



The chair will schedule a 10 minute break every hour (so max 50 mins talking). This is to allow everyone a small comfort break including our interpreters.



We will raise our hands to speak (physical not virtual) –
Two hands = I have an important point that relates directly to what's being said
One hand = I would like to make a new point



We will use plain and accessible language. In practical terms this means as a group we will challenge ourselves and each other to do the following - this isn't about getting it right all of the time, but it is about setting our intention and learning when we make mistakes!

- Use full terms rather than acronyms.
- Avoid language that perpetuates harmful stereotypes (e.g. 'fallen on deaf ears', 'blindspots') or generalises a group of people's experiences (e.g. all Black people like...)
- Replace ableist language with inclusive terms (e.g. 'Adventure *walks*' to 'Wild Trails').
- Value the interpreter as the bridge between BSL / Welsh / English - they do not exist **for** any one participant.
- Recognise and respect that language(s) can be a complex and deep-rooted part of our identity and experiences and in turn affects how confident and comfortable we feel in different spaces. For example, there is global privilege that comes with being a first language English speaker, historical attempts to suppress certain languages (e.g. Welsh and BSL) attempt to eradicate culture and identity and the education system has a huge long-term impact on how people relate to learning languages.
- Never assume anyone's preferences around language - ask, listen and then offer choices that value these preferences.



We will practise using our English / Welsh / British Sign Language vocabulary in meetings and not be afraid to give things a go and make mistakes!



The chair will send out bullet summaries after meetings with actions clearly signposted.

Sharing with Others



We will proactively and transparently share the process we're working through as a default, including what we've learned along the way rather than just the final outcomes. This means that as representatives we will feed our learning back to our organisations and we will also seek regular opportunities as a partnership to share information (e.g. writing blog posts, sharing the mid-point report).