



The Community Code of Kindness

Hands & Voices FL3
Leadership Webinar
August 14th, 2024

Presenters

- ▶ **Janet DesGeorges, Hands & Voices/FL3 Center**
- ▶ **Cheri Dowling, American Society for Deaf Children**
- ▶ **Gayla Guignard, Alexander Graham Bell Association for the Deaf and Hard of Hearing (AG Bell)**

- ▶ **And on behalf of the other *Summit* collaborators -**
 - ▶ **Family Voices – Lisa Maynes and Allysa Ware**
 - ▶ **National Cued Speech Association – Kitri Kylo and Marine Bellamy**
 - ▶ **Hearing First – Marge Edwards and Teresa Caraway**
 - ▶ **National Center on Deaf-Blindness – Emma Nelson and Megan Cote**

Why this project? Why Now?

- ▶ **The “*Annual Summit*” as part of the goals in national partnerships at the FL3 Center.**
- ▶ **A gathering of organizations to discuss the needs of families in the EHDI system.**
- ▶ **A lot of needs were discussed, and great ideas were generated.**
- ▶ **We chose this project together- what can WE do?**
- ▶ **The Journey together was part of the outcome.**
 - ▶ **“*Should we use a ‘-’ or ‘/’ ?*” consensus decision-making in wordsmithing.**
 - ▶ **Updates and understanding of one another’s current efforts.**

COMMUNITY CODE OF KINDNESS

Our collaborative position statement:

The following organizations helped to create and adopt the following collaborative interactions for our national partnerships. We take individual and organizational responsibility for adding value and contributing to the ethical success of this grassroots kindness movement. We accept the personal and organizational commitment to advocate for these agreements by engaging in activities that enhance and spread kindness and compassion.

- Alexander Graham Bell Association
- American Society for Deaf Children
- Family Voices
- Hands & Voices
- Hearing First
- National Cued Speech Association
- National Center on Deaf-Blindness

We invite all organizations to adopt this code of kindness.

OUR COMMITMENTS

- **We will** be kind and respectful to anyone with lived experiences as families with children who are Deaf, Hard of Hearing, Deaf Plus, and Deaf-Blind. We will do this by carefully listening and talking to many people and communities because we want to understand.
- **We will** be honest about anything we don't know enough about concerning the experiences, resources, and topics related to children and adults who are Deaf, Hard-of-Hearing, Deaf Plus, and Deaf-Blind to avoid providing misinformation.
- **We will** recognize the resources other organizations provide and refer and share appropriately.

OUR AGREEMENTS

We agree to:

- Respect families' decision-making processes.
- Give one another kindness.
- Try to understand others and help them understand us.
- Not question or doubt the lived experiences of others.
- Welcome different perspectives, opinions, and experiences.
- Pay attention to how our words impact others and how we define what others say.
- Interact in a friendly, respectful, and professional manner.
- Ask questions and listen to the responses.
- Make space for everyone to contribute.
- Listen deeply.
- Challenge ideas and opinions respectfully.
- Respect requests for confidentiality.
- Recognize that a variety of perspectives can exist on the same issue.
- Be kind and respectful always.

Can be found at the following sites:

ASDC:

<https://deafchildren.org/2023/09/community-code-of-kindness/>

H&V:

<https://handsandvoices.org/about/collaborators.html>

A.G. Bell: <https://agbell.org/our-people/>

Our Commitments

- ▶ We will be kind and respectful to anyone with lived experiences as families with children who are Deaf, Hard of Hearing, Deaf Plus, and Deaf-Blind and adults who are Deaf, Hard of Hearing, Deaf Plus, and Deaf-Blind. We will do this carefully by listening and talking to many people and communities because we want to understand.

Our Commitments

- ▶ We will be honest about anything we don't know enough about concerning the experiences, resources, and topics related to children and adults who are Deaf, Hard-of-Hearing, Deaf Plus, and Deaf-Blind to avoid providing misinformation.

Our Commitments

- ▶ We will recognize the resources other organizations provide and refer and share appropriately.

How we are using it

- ▶ Education and Awareness
- ▶ Discussion and Reflection
- ▶ Integration into Policies and Practices
- ▶ Leadership Modeling
- ▶ Accountability



How others can use it

- ▶ If you are an individual, consider how you might use the Code in part or whole in your own practice and/or daily life.
- ▶ If you are an organization and the Code is consistent with your organizational culture and values, consider requesting to “sign on” to the Code.
- ▶ How do you adopt the Code? Reach out to the FL3 Center (Hands & Voices) to contact Janet DesGeorges (janet@handsandvoices.org).

Go Forth with Kindness!

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