

We, the Fulton County Remembrance Coalition, pledge to uphold the values of Authenticity, Forthrightness, Collaboration, Listening with Respect, and Empowered Courtesy personally and in our collective involvement in the Community Remembrance Project. Likewise, we pledge to be open to others holding us accountable to these Community Remembrance Project Values.

We seek to create an environment for people to speak freely about the ills of society and how they can be addressed. This means being willing to engage in honest conversations; listening with openness and respect; allowing discussions to continue even when they are uncomfortable; seeking to understand more than to be understood; and expressing our views with humility. It also means honoring and respecting the risks that we each take when we enter into such conversations – extending grace; assuming the best of intentions in others; and acting with our own best intentions. Finally, it means avoiding blame and accusation, and instead pursuing empathy and understanding.

In governing ourselves, we will select leaders based on open processes that allow for all interested coalition members to have a voice. These may include overall executive leaders as well as leaders of individual committees. In addition to having the necessary substantive qualities for their roles, we expect our leaders to follow a “servant leader” model in which they seek to build consensus, to consider multiple diverse perspectives, and to equip our members to participate effectively in our work.

In making decisions, we will seek to achieve as much consensus as possible among those participating in the decision-making process, looking for compromises that allow for the views of the largest possible number of our members to be accommodated. When unanimity cannot be achieved, we will nonetheless seek to understand and respect the views of all in the coalition. We seek to delegate authority and to empower subsets of our coalition to make decisions as appropriate (for example, in the context of committees or subcommittees charged with specific duties). We also recognize that circumstances often require that decisions be made under time or other constraints, and thus acknowledge that our leaders may make decisions from time-to-time on behalf of the coalition as long as they do so in a way that considers a variety of viewpoints and that puts the best interests of the coalition first.

In terms of our involvement, we each commit to developing a thorough understanding of the Community Remembrance Project and the related proposal guidelines and processes as set forth by the Equal Justice Initiative. We also commit to giving of our time, talent and treasure as we are able. While certain meetings, events, and updates may be open to non-members of the coalition, we expect each member to be as involved as possible in a way that demonstrates the seriousness of our goals and the genuineness of our commitment to them. At the same time, we acknowledge that our members have different gifts; that they occupy different stages of life; and that they have different levels of obligation within their homes, organizations and communities. Each member should be actively involved in at least one committee, and should also strive to attend full meetings and events of the coalition whenever possible.

Collectively, we are committed to:

- engaging the community in more intimate conversations surrounding race and racial terrorism;
- fostering empathy and a drive towards action among those not directly impacted by racism and racial terrorism;
- building awareness of the history of racial terror lynching in Fulton County and its connections to the present;
- appropriately recognizing all the victims of lynching in Fulton County in a thoughtful and consistent way; and
- facilitating healing for members of our community.

Membership in the FCRC open to all who willingly agree to abide by the principles set forth in this document. To the extent that other individuals or groups seek to collaborate with FCRC in a way that does not involve membership in the coalition, we nonetheless expect such partners, as a general proposition, to act consistently with these principles, including in particular the Community Remembrance Project Values set forth in the first paragraph. Additional expectations of our partners may also be established from time to time.

By joining together diverse people from across the county to pursue truth and reconciliation, and by collaborating in a spirit of the values identified above, we intend to contribute to making Fulton County a model for the nation.