**Key points for Home-Start Volunteers**

1. I can learn to **pronounce each member of the family’s full name correctly**. No one should feel the need to shorten or change her or his name in order to make it easier for me or anyone else to pronounce it.
2. I can **sacrifice the safety of my comfort zon**e by assessing, reflecting upon, and challenging my biases, prejudices, and socialisations and how they influence my expectations for, and relationships with the family.
3. **I can understand the relationship between *intent* and *impact*.** Often, and particularly when I'm in a situation in which I experience some level of privilege, I have the luxury of referring and responding only to what I have intended, regardless of the impact I’ve had on somebody. I must take responsibility for and learn from my impact because most individual-level oppression is unintentional. But unintentional oppression hurts just as much as intentional oppression.
4. **I can reject the myth of color-blindness**. As uncomfortable as it may be to admit, I know that I may react differently when I'm in a room full of people who share many dimensions of my identity than when I’m in a room full of people who are very different from me. I must be open and honest about this reality.
5. I can **learn from families and volunteers who are different from me** in terms of race, sexual orientation, gender, religion, home language, class, (dis)ability, and so on. These can be valuable relationships for feedback and collaborative problem-solving.
6. I can **avoid essentializing/stereotyping** those from cultures different from my own. Despite popular belief, there is no such thing as a singular, predictable “culture of poverty” or Asian culture. All girls and women do not all share interests or have the same needs.
7. I can work to ensure that families from minority or disenfranchised communities are supported in their personal aspirations and can **fight for those who are underrepresented.** Equity is not a game of choice.
8. I can ***celebrate* myself** as consciencious volunteer- every moment I spend in self-reflection regarding my relationships with families, however challenging, will make me a better Home-Start Volunteer. And *that* is something to celebrate!

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