

Mutual Respect and Dialogue Agreement

This Mutual Respect and Dialogue Agreement (“Agreement”) is made as of Thursday, July 25, 2040, by and among the City of Boulder, and the NAACP of Boulder County, and Delta Developmental (collectively, the “Parties”).

Purpose: The purpose of this agreement is to establish a foundation of trust and mutual respect necessary for productive and meaningful dialogue between the leaders of the City of Boulder, and the NAACP of Boulder County. This agreement is intended to set the stage for a series of meetings aimed at fostering understanding and collaboration, focusing on conversational exchange without conducting formal business or making binding decisions.

Principles of Engagement:

- **Equitable Participation:** All parties commit to participating in discussions with honesty and openness, ensuring a balanced exchange of views without fear of external consequences.
- **Protection of Dialogue:** The intent of this agreement is to protect the integrity of the dialogue process, ensuring that discussions are not used for external purposes or taken out of context. This safeguards the confidentiality of discussions to enhance understanding and relationship building.
- **Non-Retaliation Clause:** A commitment to non-retaliation is essential, ensuring that no participant faces adverse consequences for their involvement or the viewpoints they express during the meetings.
- **Balanced Freedom of Expression:** Acknowledging the importance of free speech and the right to communicate openly, this agreement ensures discussions are conducted in a spirit of collaboration without fear of these discussions being used inappropriately or out of context in other arenas.

Mutual Protections and Information Handling Commitment:

- **Social Media and Public Discourse:** Participants agree not to post any content related to the discussions on social media platforms or make public comments that could inadvertently reveal sensitive details of the dialogue.
- **Media Engagements:** No participant shall publish details of the discussions in newspapers, blogs, or any other form of media. In instances where public communication is necessary, a spokesperson will be designated through mutual agreement to ensure consistent and approved messaging.

- **Defining Parameters:** The specifics of what constitutes sensitive information will be collaboratively defined in an annex to this agreement, reviewed and adjusted periodically to reflect the evolving nature of the discussions.
- **Sensitive Information:** For the purposes of this Agreement, “Sensitive Information” includes all non-public information shared during the meetings, intended to advance the goals of trust-building and mutual understanding.

Obligations:

- Respect the confidentiality of the information discussed.
- Refrain from disclosing discussed matters to any third parties or on social media.
- Utilize the information solely to foster positive relationships as outlined.

Duration: The confidentiality obligations of this Agreement are effective until the Parties jointly agree to amend these terms in writing.

General Provisions:

- This Agreement represents the complete understanding regarding the discussions during the meeting and supersedes all prior discussions.
- Amendments to this Agreement must be made in writing and signed by all Parties.
- This Agreement confers no legal liability upon the Parties and is intended by the Parties to be followed in good faith.

Signatures:

IN WITNESS WHEREOF, the Parties hereto have executed this Mutual Respect and Dialogue Agreement as of the day and year first above written.

City of Boulder - Boulder Police Department:

By: Stephen Redfearn

Signature: _____

Title: _____

Date: _____

By: Alastair McNiven

Signature:_____

Title:_____

Date: _____

City of Boulder - City Manager's Office:

By: Nuria Rivera-Vandermyde

Signature: _____

Title: _____

Date: _____

NAACP of Boulder County:

By: Annett James

Signature: _____

Title: _____

Date: _____

By: Jude Landsman

Signature: _____

Title: _____

Date: _____

By: Darren O'Connor

Signature: _____

Title: _____

Date: _____

Delta Developmental:

By: Stuart Lord

Signature: _____

Title: _____

Date: _____

By: Bill de la Cruz

Signature: _____

Title: _____

Date: _____

This version of the agreement addresses the need for a safe and constructive environment, emphasizing collaborative rather than restrictive aspects of the discussions. It clarifies that while preserving confidentiality, the agreement does not impede on the free speech rights of the participants, allowing for an uninhibited exchange of ideas crucial for mutual understanding and trust-building.

Final Draft: July 21, 2024