Agreements for Engaging and Interacting

MIND & LIFE INSTITUTE

1. **"Try it on."**
   - Meet new ideas with a beginner's mind.
   - It's okay for anyone to make mistakes.

2. **Speak from your own experience.**
   - Describe your own feelings and perspectives.
   - Use "I" statements; do not speak for a whole group.

3. **Refrain from blaming or shaming self and others.**
   - Practice giving skillful feedback in alignment with our organizational values.

4. **Understand the difference between intent and impact.**
   - Acknowledge that harm may have been caused despite good intentions.
   - Denying the unintended impact of something can cause additional harm.
   - When harm has been identified, strive for a collaborative resolution or to make repairs.

5. **It's okay to disagree.**
   - Pause and explore disagreements as possible areas for insight and growth.

6. **Practice "both/and."**
   - Acknowledge and honor multiple realities.
   - When speaking, consider substituting "and" for "but."

7. **Move up/Move back.**
   - If you tend to speak often, consider "moving back" and if you tend to speak less, consider "moving up."
   - Look for ways to invite more voices in the discussion.
   - Be lean in expression to make room for others.
   - Be aware of how your energy is contributing to the group.

8. **Be present.**
   - Listen mindfully. Try to avoid planning what you're going to say while others are speaking.
   - Take time to connect with others in the context of the group (e.g. starting with a moment of grounding, greeting in Zoom chat, or personal check-ins).
   - Observe the right to pass if you don't wish to speak.

9. **Honor confidentiality where applicable.**

10. **Offer care to yourself and others.**

Adapted from Vision Collective via East Bay Meditation Center.