



Agreements for Engaging and Interacting

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.