

- AGREEMENTS

1. I will be present.

1. I agree at this time to let go of anything to be fully present in this space, anything that might be a distraction (deadlines, paperwork, phone calls, etc.). I commit to being fully present.
2. I will take a moment to reflect on my purpose at this gathering. I will then be intentional about that purpose. What I get out of it will depend on what I put into it.

2. I will practice self care.

I will take care of myself. This may include:

- Listening with alert compassion, especially when something triggers me;
- Stepping out of the room;
- Talking to someone about my triggers;
- Paying attention and honoring the needs/requests of my body
- Remembering to breathe.

3. I will do my part to create and maintain a safe learning space.

1. I will do my best to create a learning space that meets us all where we are and challenges us to be better.
2. I will contribute to the collective learning and growth of my peers.
3. I agree to stay engaged and act in ways to help others stay engaged, including participants using interpreters.

(cont'd) I will do my part to create and maintain a safe learning space.

1. If interpreters are being used, I will speak to the person using the interpreter (not to the interpreter).
2. I will use people-first language, i.e. “person with a disability or who has a disability” or “people with disabilities or who have disabilities.”
3. When speaking to the entire group, I will use a microphone (even if I already speak loudly).

4. I will be self-aware.

1. I agree to be mindful of my triggers, my own biases, and my privilege.
2. I will strive for constant alignment with my ideals towards reducing and ending harm to self and others.

5. I will share the space.

1. If I tend to speak up a lot or think out loud, I will challenge myself to step up my active listening.
2. If I tend to hang back, I will challenge myself to step up my active participation.

6. I will uphold confidentiality.

1. I acknowledge that trust is built when our words and stories stay with the people we choose to share them with, and are not told to others without our permission.
2. I will **ask for consent** before sharing or discussing statements made by someone else.

7. I will assume good intentions.

I will practice generous listening. I will assume positive intent rather than judging or blaming in order to give myself space to respond, rather than react or attack, when a negative impact occurs (even in the moments when I am receiving feedback.)

8. I will practice curiosity.

1. I will honor each moment as an opportunity to learn more about myself and others.
2. I will engage in open questions to help each person find their own clarity.

9. I will honor diversity.

1. I will strive towards inclusivity and use language that reflects this inclusivity.
2. I will remember that the pronouns of my peers may not always match their gender expression. I will be open to asking.
3. I will keep in check the relationship between my **intent** and the **impact** of my comments and assumptions.
4. I will take responsibility for the **impact** of my verbal and non-verbal communication, remembering that taking responsibility is acknowledging the impact. Seek to grow from the experience.

9. I will honor diversity. (con't)

While either/or thinking has its place, it can often close us off, and be a barrier to open communication.

1. I will make room for more than one or two ideas and points of view at a time.
2. I will appreciate and value multiple realities, and multiple truths.

10. I will value disagreement.

1. I will value disagreement as an opportunity for discussion.
2. I will be mindful of my responses to a disagreement and stay engaged in the discussion if possible.
3. I will remember self-care if a trigger gets activated during a disagreement