



Agreements

1. Listen from a place of acceptance; take 3 breaths
2. Silence is ok
3. Use "I" statements when speaking; speak to be understood.
4. Ok to *respectfully* disagree
5. No fixing or saving
6. Take risks; No pressure to speak; Share what you can
7. Be disciplined about not making assumptions
8. Be inclusive of all; not exclusive of any
9. No blaming, no shaming (self or others);
10. Confidentiality is essential
11. Courage to interrupt if something is going amiss or being left unsaid (make the *invisible* visible)
12. Use "oops" and "ouch" if you hear something that offends you, and be open to learning what the speaker meant; attend to impact vs. intention
13. Be fully present: attentive to oneself and others
14. This is an ongoing learning process
15. Take thy hat off: we are equals - peers- in this learning space
16. Our values, cultural identities, heritage, and past experiences matter
17. Conflict is always possible, and conflict is OK and can be transformational
18. We are all prejudiced; prejudice is learned and can be unlearned
19. We are here to learn from and with each other
20. We will support each other to maintain these agreements.