

Guidelines & Community Agreements for Engaged Response Discussion Space Participation

Accessibility & Inclusion

- Please share any accommodation needs that you may have, such as asking others to speak more slowly/more clearly, or, if requested, state your name before speaking for those with visual limitations.
- You are welcome to keep your camera off.

Take Space. Make Space.

- This is a practice space.
- Please have one person volunteer to be aware of the time.
- Everyone is empowered to ask for a pause. Consider this carefully. The tone of the group is everyone's responsibility.
- Allow a few moments after someone has finished before you begin speaking.
- Leave time for others to speak. Be responsible for your use of time when sharing.
- Check if there are voices that haven't been heard. Take equal share of talking time.
- If you do not wish to speak, and feel that the group may be waiting for you in silence, please inform the group of your wish to remain silent.

Communication Guidelines

- Speak in "I" statements. Do not represent groups in generalities or make assumptions about the experience of others.
- Respectfully reference what another has shared where appropriate to your own statements.
- Do not engage in argument, "grandstanding", or "soap boxing".
- Nothing needs to be fixed or resolved. Allow others to be changed on their own without trying to convince anyone, change anything, or anyone in this space.
- This is a space to share views and opinions from a place of thoughtful position-making. Well-considered opinions are a safe offering in this space.
- Listen deeply with full attention. Listen attentively and openly, holding a space of loving attention for others and differing views. Avoid distractions or interruptions.

Respect & Confidentiality

- Honor the authenticity and integrity of each other's process.
- Respect each other's viewpoint, historic experience, and trauma. Trust that the space and our practice can hold these for all of us, even when they appear different or in conflict.
- Respect confidentiality.
- If you wish to speak with someone after the meeting, ask their permission before speaking to them about the content of the meeting or discussion.
- Expect and accept a lack of closure.