

#HealMeToo Festival Events Community Agreements language:

To help offer HealMeToo events in a brave and safe space, we read some community agreements before we start. Most of this language is based on the community agreements used at Alliance of Resident Theaters/New York events.

- To honor where fellow survivors may be at, in our conversations today, our focus won't dwell on graphic details of abuse

We also ask that together we will:

- Assume good intentions
- Listen for understanding, not debate
- What's learned here leaves here; what's said here stays here, unless we have your permission to use your voice on the podcast
- We ask everyone to speak on behalf of themselves, not on behalf of a group
- And to remember that no one knows everything, but together we know a lot
- We hope you'll feel free to be human in this space - take care of yourself. Stand up, sit down, take a moment, grab some water, come back, whatever you need
- All emotional reactions are safe and welcome here

- If you need to step out with a friend at any point for support and come back, that is totally ok

Finally, there is a tool called Ouch, Opps, Oh that I'd like to invite everyone to consider using today as well as in other spaces. This tool recognizes that for many people, microaggressions are a daily experience. For those of us who do not experience microaggressions so much, it is possible or even likely we may unintentionally perpetuate them from time to time. So:

- If something is said here during the Question and Answer time that another person finds hurtful, the one who feels uncomfortable is invited to find a moment to say "ouch."
- The one who said whatever caused hurt is invited to say "oops"--not I'm sorry yet, just oops--as a way to find out what happened, in the moment or at an agreed time after
- The goal is to inhabit the space of "oh," where we can listen, learn and do better.

I want to volunteer that I will be grateful--today or anytime we're in conversation--if you will let me know if something feels like ouch, so I can say oops, then oh as I listen and learn. For me, this is part of being grateful that we are in conversation.