

## COMMUNITY STANDARDS AND AGREEMENTS

**To put it simply, we require that all of our members maintain a basic human respect for each other and our unique lived experiences.**

You agree to engage in this group with kindness, compassion and understanding. We will all be culpable, not only for our actions and language, but for the intention behind them, as well as the impact they have on others, *regardless of intention*, and will not tolerate hate speech or bullying of any kind, including degrading comments about race, religion, culture, sexual orientation, gender or identity.

We are committed to a culture of learning here. This means that when issues arise, we will deal with them compassionately and with an aim toward growth, understanding, and peace in our community and the world - not shame. We will give people the benefit of the doubt and we hope you'll do your best to uphold these standards.

If an incident occurs, and you have caused harm (even if unintentional), please be prepared to process it with leadership, and others involved, if appropriate, and to do your work and self-reflection to show up better in the future. Resources will be provided to support you.

If something egregious happens, or incidents continue to occur that violate or disrupt the inclusiveness of the space, create distrust in our container, or inhibit people's ability to be able to show up as themselves, then the person who caused the harm may be asked to leave.

If at any time you don't feel welcome or included or you are concerned about your ability to fully participate, please let leadership know right away so we can help.

**In addition to the above, we aim to create a living, breathing model of deep community support. To that end, our agreements are not just “*every person for themselves,*” but actions we support one another to accomplish together.**

**In that spirit... I agree to practice myself and support my fellow group members to do the following:**

**Conscious Speech & Action Agreements:**

- First and foremost, to listen deeply and with compassion
- Step up, step back: If you tend to speak a lot, give the floor to others, if you tend to be quiet, speak up
- Practice brevity; say what is most important
- Practice knowing when to simply listen and when to give suggestions/advice
- Speak kindly and inclusively in order to create as safe a space as possible for all present, being aware of how our life experiences, race and gender are different from others.
- Please avoid using gendered terms when addressing the whole group to help create an inclusive, affirming environment. We are a mixed group that includes cis women, trans women, genderqueer and/or nonbinary people; any combination could be present. Try using words like folks, peeps, friends, or amazing humans, instead of ladies, gals and women.
- Maintain confidentiality: All communications and events that take place within the container of the program are not to be shared outside of the program or with any members not enrolled in the program without explicit permission.

**General Agreements:**

- Remain free of extraneous digital devices during our sessions (virtual & live)
- Show up on time for sessions
- Take care of yourself; mind, body and spirit - you are always welcome to eat, stretch or take a bathroom break during sessions

- Adapt teachings and exercises as necessary for your individual situation (and feel free to ask for support in doing this)
- Speak your needs clearly and with compassion
- Don't hold onto concerns: If you have a concern or question, please bring it up with leadership as soon as possible so it can be resolved
- Have fun!