

Guidelines for collective engagement

- Take time to check in
- No interrupting
- Listen mindfully. This means not getting caught up in your own story as you're listening to someone else's story
- Stay open to new ideas that might not be what you prefer or are familiar with
- Speak from your own experiences. Do not speak for a whole group or express assumptions about the experience of others
- Practice confidentiality. Everything shared in this group is confidential. After the discussion finishes, if you choose to continue the conversation with the same person, ask them permission to do so. Do not assume they want to continue the conversation outside of the group discussion
- Share with ready. If unable to contribute, say so. It is ok to take time for yourself
- Do not blame or shame yourself or others
- Step up, step back. Be aware of how much time you take up, notice who is speaking and who is not. Be ready to step back and step up
- Practice non-violent speech. Violent language is violating. Attempt to use non-violent speech in communicating with each other
- Practice with 'and' and not only 'but'. Using 'and' instead of 'but' opens up space for multiple realities
- Don't make assumption. Do not assume you know someone else's experience based on your socialized perception of who they are. Listen to their story and ask if you don't know instead of making assumptions
- Be aware of your intersectional identity and experience. Remember that in any moment we are embodying intersectional identities that may hold power/privilege over someone/group while at the same time being subjected to the power/privilege of someone/group. (ie. White female-identifying person has privilege of whiteness while being subjected to the power of men)
- Listen for what is said and what is left unsaid. Intention and impact is not the same. You may not have intended to cause harm with words or assumptions but you may have done so
- Respect people for all they are and welcome all of them into the space.
- Ask permission before placing your hands on someone's body

References: <http://visions-inc.org/>
http://www.nonviolentcommunication.com/freeresources/article_archive/meetings_r1amb.htm
<https://plumvillage.org/mindfulness-practice/dharma-sharing/>

