

# COMMUNITY AGREEMENTS & CONVERSATION PRACTICES

## STEP FORWARD, STEP BACK

We strive to create a space of equity, where every voice has equal opportunity to be heard. We also recognize that there are existing dynamics of power that enter the room before we do. To allow for rebalancing these structural dynamics, contribute your wisdom and be aware of how much you're sharing to create space for other voices

## RESPECTFUL COMMUNICATION

It's ok to disagree. Be sure to do so in a respectful and gentle manner so that your feedback can be received well by others. There's a difference between sharing wisdom and giving advice - we're here to build on each other, not to correct each other's personal journeys. Hold awareness for not just what you say, but how it can be received and what impact it may have.

## LEARNING GOES, STORIES STAY

Share from the I - don't volunteer others or share their stories without their explicit consent. Let's ensure that this remains a comfortable space and that what is shared here, stays here

## CENTER THE HEALING, NOT THE VIOLENCE

This is a space of shared learning. We find we get a lot more out of sharing our stories of survival, rather than comparing the violence we've experienced. We enter the conversation believing survivors, so you'll never be asked to prove yourself. While we didn't get a say in what happened to us, we go get to decide how we heal.

## EMBRACE VULNERABILITY AS A STRENGTH

Practice courage around uncertainty, risk, or emotional exposure. Vulnerability involves identifying our emotions and cultivates intimate, human connection through the sharing of truths

## HONOR AUTHENTICITY IN YOURSELF & OTHERS

Practice being genuine. Show up with your whole self, physically, culturally, emotionally & mentally

## ENGAGE IN ACKNOWLEDGEMENT AND VALIDATION

Practice acceptance of experiential truth and appreciation for the complex lived experiences of trauma. Affirm that a person's experiences are valid and of value to yourself and your community. Listen actively and share the space

## OWN OUR ACCOUNTABILITY

Practice reducing harm. We all have the capacity to harm and be harmed. Willingly take initiative, accept responsibility and own our actions and their impact on others. If you have created harm, address it, if you see harm being done, address it. No harm happens in a vacuum

## USE GENDER INCLUSIVE LANGUAGE

Intimate violence impacts all of us. Let's honor the gender identity of one other. Some examples of inclusive language might be to avoid gendered words and instead use: they, survivor, person, individual, etc.