

BIPOC Embodied Refuge Community Agreements

-- A Working Document

1. To **respect the privacy, consent, and confidentiality** of our community and not share the names or personal stories of anyone else. We will offer advice only when directly asked. We will not record or take pictures of participants or their shares without consent. We can offer resources as is supportive; a [resource document](#) is available to help compile these resources.
2. To **not assume the identities** of anyone else including race, class, gender, sexual orientation, religion, or ability. We can share pronouns if it feels supportive and we will collectively respect pronouns.
3. To engage in **dialogue using mindful listening**, we will listen deeply, listening to understand rather than respond and be open to learning something new. We will speak one at a time and give each person space to share without interruption. We will engage with dialogue in the chat box in a way that also supports mindful listening. We can pass whenever that feels supportive.
4. To **practice care and co-create our shared practice container** by participating in what feels right and sharing needs and concerns as they arise. The facilitators will start and end our meetings on time; we are welcome to arrive and leave as is most supportive for us.
5. **Speak from our own experiences using "I" statements** and not speaking for a whole group or expressing assumptions about others' experiences.
6. **Openness to explore new ideas, viewpoints, or ways of doing things** that might not be our preference or what we are

familiar with. Explore and honor that there are multiple truths and multiple realities by using the word “and” instead of “but.”

7. We will **understand and acknowledge impact** rather than focusing only on our intent.

8. Being mindful of any of our privileged identities and who is speaking in the group and who is not, **support all who are present to participate by taking or making space** with your speech and presence.

9. **Practice radical acceptance and refrain from shaming or blaming** yourself or others. Know that you are enough exactly as you are, always have been and always will be.

Acknowledgements, Resources, References, Input

- BIPOC Embodied Refuge Community
- One Love Sangha Community Agreements
- Brooklyn Zen Center's Community Agreements
- East Bay Meditation Center, Agreements for Multi-Cultural Interaction, adopted from Visions Inc's Guidelines for Productive Work Sessions: <http://visions-inc.org/>
- Arao, B. & Clemens, K. (2013). "From Safe Spaces to Brave Spaces." *The Art of Effective Facilitation*. Stylus Publishing.
- Ferguson, G. (2016). *Natural Bravery*. Shambhala Publications.
- Kaite, L. (2018). Where Everyone Can Thrive. *Lion's Roar*. Retrieved from <https://www.lionsroar.com/where-everyone-can-thrive/>