

Community Agreements

Spirit & Place often holds space for difficult and challenging dialogue. Community (or Common) Agreements are a way to invite the audience to take ownership of the dialogue. Basically, it's a shared understanding among attendees on how they want to learn and work together as well as how they will hold each other accountable.

The agreement below is what Spirit & Place uses for its *Powerful Conversations on Race* series. Modify as needed, but always ask attendees if they have anything to add!

- Be respectful.
 - Meet people where they are.
 - No racial slurs.
 - Be present. (Turn off phones & email.)
 - One diva, one mic.
 - Give space, take space.
 - “Listen” to understand, “speak” to be understood.
 - Stories stay, lessons leave.
 - Brave space.
 - Suggestions?
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Need a little clarity?

- To meet people where they are means we all have different perspectives. It is okay to challenge each other's ideas, but not each other.
- One diva, one mic is about sharing space! Allow whoever has the floor to have the floor. But . . .
- If you're one to take space by talking, be mindful about stepping back so others can speak. (Another familiar agreement might be, “Me & then Three.” That is, speak and wait until at least three others have spoken before jumping in again.)
- Someone in the group might gift everyone with their story. That story is theirs. The lesson it provides can be shared but it shouldn't be “re-gifted” without express permission.
- Brave spaces are spaces where we can put our ideas on the table, but we expect to be challenged and pushed to our growing edge. Brave spaces ask us to sit with discomfort.