

Mata Ashita Comfort Agreement

*Adapted by Nico from EBMC Agreements for Multicultural Interactions at EBMC
and Emergent Strategy by adrienne maree brown*

Practice mindful listening: Listen from the inside out. Try to avoid planning what you'll say as you listen to others. Be willing to be surprised, to learn something new.

Be open to learning: Be willing to "try on" new ideas or ways of doing things that might not be what you prefer or are familiar with.

Assume best intent, attend to impact: Try to understand and acknowledge impact. Denying the impact of something said by focusing on intent is often more destructive than the initial interaction.

Practice "Both/and" & "Yes/and": When speaking, substitute "and" for "but". This practice acknowledges and honours multiple realities.

Make Space, Take Space: Encourage full participation by all present. Take note of who is speaking and who is not. If you tend to speak often, consider "making space" and vice versa.

Speaking from the "I": Attend to and speak about your own experiences and responses. Do not speak for a whole group or express assumptions about the experiences of others.

Right to pass: You can say "I pass" if you don't wish to speak.

Honouring our identities: Try not to make assumptions about how people identify. Respect people's gender identity by using their correct pronouns. If you make a mistake, apologize, correct yourself, and move on.

Offering "Content Warnings": Our group is diverse and we each have different life experiences. Keep in mind that not everyone is coming to this workshop from the same place of comfort as you, so if you are writing and sharing about potentially distressing subject matter, please use content warnings and try to stay away from graphic language. You can also choose to share with Leanne or Nicola in the private breakout room instead.

Self care and community care: Pay attention to and honour your own needs, and pay attention to your neighbours.

Confidentiality: Take the lessons, leave the details.

Is there anything anyone would like to add?
What else would make this space feel more safe?
Can we all agree to what we have discussed so far?