



Safe Space Agreements

- This conversation is hard and it's ok if we don't always know the right thing to say.
- Confidentiality
 - Its ok to talk with others about your experiences here and the lessons you have learned
 - Refrain from gossip and any details describing a specific person
- Share or stay quiet - challenge yourself to do things differently than usual
- Challenge ideas and practices, not the person expressing them
- All participants and ideas are equally valid, even if you don't feel that way
- All participants are individuals, not representatives of specific groups
- Learn to apply "I Statements" - speak about your own experience, not that of others
- Strive to believe that all participants have everyone's best intentions in mind even if it doesn't sound that way to you
- Accept the fact that we are all human and will all at one time or another be triggered, overwhelmed, and communicate ineffectively
- Honor and be willing to learn about differences (family of origin, culture, orientation, race, class, gender, ability, etc.)
- Listen actively
 - Uninterrupted attention, focus on speaker with care, avoid thinking you know what they will say
 - Be willing to be surprised or confused
 - Avoid multitasking, turn off phone
 - Refrain from thinking about your response while listening to others
 - Feel at ease to check for understanding
 - Get comfortable with silence - it gives space for others to process and share
- Each of us is equally responsible for breakdowns in communication and for finding solutions

