

Group Norms and Agreements

These are guidelines and self-truths to consider as an active participant in the session.

Norms

- **Make space, share space**
 - **Relationship before task**
 - **Be present and focused** (please keep video on when possible)
 - **“Try on” others’ lived experiences and perspectives**
 - **Practice “both/and” thinking**
 - **Recognize and respond to the “Oops,” “Ouch” and the “Teachable Moment”**
 - **We will disagree. It’s not okay to shame, blame or attack self or others**
 - **Be aware of both intent and impact**
 - **Be prepared for non-closure**
 - **Notice both process and content**
 - **Confidentiality** (when on video consider using earbuds or headphones)
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Agreements

I am approaching this time and topic with curiosity and openness

I am uncovering what is both conscious and unconscious in my awareness

I am responsible for my words, actions and learning

I do not expect someone else to educate me

I am willing and ready to be uncomfortable in order to grow

I will accept feedback

I am learning how both my intention and my impact on others matters

I am keeping stories in confidence and only sharing the lessons I have learned