

SAFE SPACE AGREEMENT

A DECELERATION TO OURSELVES AND EACH OTHER
AN OPEN INVITATION ON HOW WE CHOOSE TO WORK TOGETHER

- WE WILL CREATE A SAFE, OPEN, HONEST, AND NURTURING ENVIRONMENT SO THAT EVERYONE FEELS SUPPORTED. EVERYONE COMMITS TO PRACTICE BOTH ACTIVE AND REFLECTIVE LISTENING SKILLS. SAFETY AND COMFORT, HOWEVER, ARE NOT THE SAME THINGS; DISCOMFORT MAY AT TIMES BE NECESSARY AND USEFUL WHEN DISCUSSING AND EXPLORING ISSUES OF EQUITY AND GROWTH. SAFETY BY DEFINITION IS THE CONDITION OF BEING PROTECTED FROM OR UNLIKELY TO CAUSE DANGER, RISK, OR INJURY. WE UNDERSTAND THAT GROWTH CAN BE UNCOMFORTABLE.
- RECOGNIZE COMFORT VS SAFETY- FEELING DISCOMFORT IS NOT THE SAME AS FEELING UNSAFE.
- HONOR THE PROCESS- CHANGE TAKES TIME. TRUST THE UNFOLDING OF THE HEALING AND MENDING PROCESS.
- MEMBERS HAVE THE RIGHT TO A SAFE SPACE WHERE THEY FEEL COMFORTABLE TO HAVE THEIR OWN AGENCY AND THEIR CONTRIBUTIONS HAVE WORTH, ASSERT THEIR OWN BOUNDARIES, AND CAN SHARE THEIR OWN NEEDS.
- WE AGREE TO PARTICIPATE AND BE PRESENT IN A MANNER THAT REFRAINS FROM CALLING OUT OR CREATING A MOMENT THAT WILL CAUSE OSTRACIZATION, A FEELING OF BEING PICKED ON, OR A CONFRONTATIONAL PART OF THE EXPERIENCE WE ARE ENGAGING IN.
- TREAT OTHERS KINDLY.
- NO SHAMING AND/OR BELITTLING EACH OTHER AND OURSELVES.
- USE "I" STATEMENTS – SPEAK FROM YOUR OWN EXPERIENCES RATHER THAN GENERALIZING.



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- I WILL NOT TAKE AWAY ANOTHER PERSON'S FREE WILL BY TRYING TO IMPOSE MY IDEAS, OPINIONS OR BELIEFS ABOUT THEM, THEIR BEHAVIORS OR APPEARANCES.
 - ALWAYS HAVE CHECK-INS WITH YOURSELF INTERNALLY
 - API – ASSUME POSITIVE INTENT – NOT EVERYONE COMES IN WITH THE SAME SET OF EXPERIENCES AND KNOWLEDGE, SO ASSUME THAT PEOPLE HAVE GOOD INTENT. PLEASE HAVE POSITIVE INTENT YOURSELF, AND BE ACCOUNTABLE FOR THE IMPACT OF YOUR ACTIONS AND WORDS AS WELL. LET THE PERSON KNOW YOU ARE COMING FROM A PLACE OF LOVE.
 - CONFIDENTIALITY – SHARE LESSONS LEARNED; NAMES AND IDENTIFIERS STAY CONFIDENTIAL AND PRIVATE.
 - WE TAKE INDIVIDUAL RESPONSIBILITY FOR THE ENERGY WE PUT OUT. WE AGREE TO COMMUNICATE WITH THE GROUP OUR INDIVIDUAL NEEDS. IF WE FEEL UPSET, TRIGGERED, OR PHYSICALLY UNCOMFORTABLE IN ANY WAY. WE AGREE TO COMMUNICATE THE NEED FOR A MOMENT TO REGULATE THE NERVOUS SYSTEM, SELF, AND PRIORITIZE SELF CARE.
 - SELF-CARE EXAMPLES: TAKE BREAKS FROM MEETINGS/ORGANIZING IF NEEDED, PASS ON/DELEGATE RESPONSIBILITIES IF NEEDED, SAYING YES AND NO WHEN WE MEAN IT, ASSERTING HEALTHY BOUNDARIES, AND HOWEVER THAT LOOKS FOR YOU INDIVIDUALLY.
 - RESPECT : WE WILL RESPECT THE VIEWS OF OTHERS, KEEP AN OPEN PERSPECTIVE; NOT CRITICIZE PEOPLE BUT OFFER LOVING-CONSTRUCTIVE CRITICISM ON ISSUES, EXERCISE SELF-AWARENESS AROUND USE OF AIRTIME.
 - CONSENT : WE RESPECT EVERYONE'S EMOTIONAL BOUNDARIES. CHECK IN BEFORE DISCUSSING TOPICS THAT MAY BE TRIGGERING (E.G. SEXUAL ABUSE, RACISM, SUICIDE). RESPECT PEOPLE'S PHYSICAL BOUNDARIES. ALWAYS GET EXPLICIT VERBAL CONSENT BEFORE TOUCHING SOMEONE. NON-OBSERVATION. DO NOT OBSERVE PROGRAMS OR PHOTOGRAPH PEOPLE WITHOUT CONSENT.
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- **LISTENING: YOU'RE INVITED TO LISTEN WITH COMPASSION BEING FULLY PRESENT TO RECEIVE WHAT IS BEING SAID WITHOUT TAKING IT PERSONALLY. ACTIVELY PARTICIPATE. ACTIVELY LISTEN. SILENCE IS OKAY. DO NOT ASSUME SILENCE IS AGREEMENT. EMBRACE "RAGGED THOUGHTS." BE OPEN AND RESPECT DIFFERENT OPINIONS, EXPERIENCES, AND LEARNING STYLES. ASK QUESTIONS BEFORE ASSUMING. THE BEST WAY TO UNDERSTAND THE CHOICES, ACTIONS, OR INTENTIONS OF ONE ANOTHER IS BY ASKING.**
- **NO PERSONAL RECORDINGS OF THE CONVERSATION (AUDIO OR VISUAL)**
- **IF I AM NOT ALONE (ON THE PHONE OR ON A ZOOM) AND WE ARE IN A SAFE SPACE CIRCLE I WILL DISCLOSE AND COMMUNICATE THAT TO OTHERS.**
- **HEALING TOGETHER- WE ARE IN THIS TOGETHER. STAY COMMITTED TO THIS COMMUNITY SPACE THROUGHOUT THIS INTIMATE PROCESS AND BEYOND.**
- **CONFLICT RESOLUTION: IF THERE IS A CONFLICT OR CONCERN WITH SOMEONE, WE AGREE TO PAUSE AND ALLOW OURSELVES 24 HOURS BEFORE REACTING, RESPONDING, BEFORE ADDRESSING INDIVIDUALLY 1:1 WITH THE PERSON. DURING MY 24 HOUR PAUSE PERIOD I WILL CONTACT THE GROUP FACILITATOR AND MAKE THEM AWARE OF THE MATTER.**

I VOLUNTARILY SIGN THIS AGREEMENT AS A DEDICATION WITH CONSENT AND FULL COMMITMENT TO MYSELF AND THE COLLECTIVE. I DECLARE I HAVE A SOUND MIND AND HAVE READ, UNDERSTAND, AND ABIDE BY THE AGREEMENT.

Name

Date

