



## Commitment to a Safe & Inclusive Environment Guidelines

1. **BE ACCOUNTABLE & hold others accountable**. Check your biases, and commit to doing the work of building a space of humility - a welcoming, safe healing space for all.
2. **NO RACIST/BIASED language or talk.**
3. **RESEARCH** what you don't know with regards to people's identities. **AVOID** tokenism. **Learn about intersectionality, anti-fat bias, ableism, institutional racism, white privilege, gender and sexual orientation bias, and your internalized assumptions/biases.**
4. **BE CURIOUS, SUSPEND judgment.** Create a space between judgments and reactions, so that you can listen to each other. Understand the historical and sociopolitical context of each person's experience
5. **IDENTIFY assumptions.** Our assumptions are usually invisible to us, especially if they are embedded in privilege. By identifying our assumptions and biases, we can challenge them, and create a kinder, more equitable world.
6. **HONOR each person's experience.** It is a courageous move to decide to heal, and it is an act of social justice.
6. **PRACTICE ASKING honest and open questions.** A great question opens our minds and results in reflection and considering various points of view.
7. **GIVE SPACE for unpopular answers.** Answer questions honestly even if the answer seems unpopular. Be present to hear people out.
8. **LISTEN deeply.** Listen intently to what is said; listen to the feelings beneath the words.
9. **PAUSE.** After someone has spoken, take time to reflect & understand without immediately filling the space with words.
10. **SPEAK your truth.** You are invited to say what is in your heart, trusting that your voice will be heard and your contribution respected. Own your truth by remembering to speak only for yourself. Use the first person "I" rather than "you" or "everyone".
11. **WHEN THERE IS CONFLICT, turn to wonder.** If you find yourself arguing with another, becoming judgmental, or shutting down in defense, try turning to wonder: "I wonder what this is bringing up for me?" "I wonder what my reaction teaches me?" "I wonder what the other person is feeling right now, and what have they been through?"
12. **VOICES have value.** Hold these moments when a person speaks as precious because these are the moments when a person is willing to stand for something, trust the group, and offer something they see as valuable.
13. **MAINTAIN confidentiality.** Create a protected space by respecting the confidential nature and content of discussions held in the group. What is shared by members in the CRC is to remain in this space.