



TRHT Group Agreements

- 1) **Confidentiality; Share only what you can carry.** In order to foster a space for honesty and truth, we ask that participants agree to keep information and stories shared here confidential. Only share information that you feel ok sharing. In return, we assure you that no comment or identifying characteristics will be linked back to any individual.
- 2) **Practice active listening; listen to understand, not to respond.** Maximize the Zoom window, put away cell phones, and resist the urge to check your computer screen in order to listen deeply with your heart. Listen to what is being said without formulating a response. Acknowledge the speaker's message.
- 3) **Speak your truth; use "I" statements.** Say what is in your heart, trusting that your truth is valuable and worth sharing. Own your truth and allow others to own theirs.
- 4) **Share the mic.** Allow everyone an opportunity to partake in today's discussion. Practice awareness of how you are showing up on the screen.
- 5) **Oops and Ouch.** If you hear something that is triggering to you, you are invited to say "oops," or "ouch" to convey your feelings to the group in the moment.
- 6) **Be aware of intent *and* attend to impact.** Though we may not intend to harm or oppress others, that does not necessarily mean that others receive our actions and words as positive, supportive, or constructive. Privilege can sometimes shield us from understanding the impact of what we say and do. "Impact" results from behaviors and is not a reflection of being a good or bad person, rather about holding oneself accountable. If you experience negative impact, note agreement 6:
- 7) **When things get difficult, turn to wonder.** When things get difficult and you find yourself becoming judgmental or shutting down in defense, try turning to wonder and ask, "I wonder what brought her to this place? What does my reaction teach me? I wonder what he's feeling right now? Where do we both share common goals?"
- 8) **Practice "both/and" thinking.** This goes beyond "either/or" by opening up new possibilities, rather than shutting down options.
- 9) **Let's grow together without freezing each other in time.** Let's give ourselves permission to make mistakes and reflect on what we did or said, holding ourselves accountable. If we say or do something harmful today, we can grow and change as a result of that process of reflection and accountability, without staying in that difficult moment forever.
- 10) **Fix yourself.** We are not here to fix, advise, or save others, that is not our job. We are here to discover our own truths and understanding in order to change and continue on our individual journeys.
- 11) **Expect/accept discomfort and unfinished business.** Embrace the feeling of discomfort because it can make us stretch and grow in profound ways. It is ok to leave today knowing that there is more work to be done.