

# Our Community Commitments

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In order to co-create a brave, inclusive, anti-oppressive and learning-centered space, in our community we each agree to:

- Be inclusive of diverse opinions and backgrounds through treating each other with respect and appreciation.
- Commit to words and actions of non-harm within our group interactions.
- Learn by immersing in and committing to the practices at hand.
- Hold personal sharing in confidence.
- Be present, practice mindful listening, and not offer unsolicited advice.
- Allow and invite for equal sharing of voices as well as the right to pass.
- Take care not to speak for others in the group.
- Assume good intent and come from a place of curiosity and care.
- Come as we are with permission to be “raggedy.”
- Be mindful of and take personal and collective responsibility for our own biases including the use of language that may “other,” “cancel,” or dehumanize any person, groups of people, and/or their experiences.
- Ask for consent before hugging or initiating physical contact during in-person gatherings.
- Use the “Ouch/Oops” tool to address hurtful comments and language in the moment and to allow space for repair.\*

We aspire for this sangha to be a place of refuge.

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\*Ouch/Oops . This is a tool for addressing hurtful comments/language in the moment. If someone says something hurtful, anyone can bring attention to it in the moment by saying “Ouch” and then explaining what was hurtful. If it is a word choice issue, be sure to give the first speaker the chance to rephrase and try again (remember, it’s okay to be raggedy, and we are all assuming good intent!) When someone says something that comes out wrong or hurts someone else, they should start with “Oops” – first, acknowledge the impact of their words, and then try again. This can also be done outside of the event if someone feels an “Ouch,” but does not feel comfortable sharing it with the group at that time.