

Agreements

- We have a mutual responsibility to maintain this sacred space through
 - Confidentiality: who you see here, what is said here, when you leave here, let it stay here.
 - Creating affirming, safer spaces for all identities: this includes placing your pronouns in your Zoom name, introducing yourself with your pronouns if they aren't in your Zoom name, and using gender neutral language (i.e. avoiding "you guys" or "ladies.")
- We will be seen and heard, and will give time and space for others to be seen and heard.
- We are willing to experience discomfort.
- This is a brave, safer space. We acknowledge the difference between lived and learned experience.
- We embrace non-closure.
- We listen to understand.
- We hold the complexities and contradictions.
- We are clear in our communication.