

Right Relations Group Needs and Intentions

This is a living document - it will change as individual and group needs evolve and change.

Needs:

I will strive to:

- practice self-acceptance, self-compassion, courage and vulnerability, and I will bring my authentic self.
- give myself permission to express and attend to my physical and emotional needs and offer others the same grace.
- seek greater self-awareness in my interactions and work to recognize and own my biases and judgements.
- stay centered in my values, pause for inner stillness, stay present, be real and be here.
- hold confidential the individual stories shared within this group. I may share the knowledge and wisdom that I learn, but personal stories are not mine to share with others.

Group Intentions:

We will strive to:

- be aware of the needs of others and keep inclusion and accessibility in the forefront of all our interactions.
- speak slowly and ask in real time what needs are so that everyone can participate fully.
- participate fully, however that looks for us, and, to further inclusion, keep track and invite participation from those whom we haven't heard from.
- open ourselves to learning and vulnerability - we are more than what we say in one moment.
- give one another grace and understanding when we do not agree, or when we do not understand, or when we make mistakes.
- be courageous in asking for feedback and to provide feedback with gentleness and grace.
- listen fully, and if helpful to meet the needs of both speaker and listener, seek permission to ask questions for clarity and understanding.
- prioritize impact (regardless of intention) and work for repair and trust building.
- honor each others' choices and experiences.
- acknowledge that marginalization exists here and that things are complex.

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