

We covenant to:

- Speak from our own experiences and perspectives
- Listen generously to the experiences and perspectives of others, creating a supportive space for each person to learn
- Actively resist making assumptions about one another
- Refrain from fixing, saving, advising or correcting each other (oops and ouches ok)
- Be mindful of “taking space and making space” to ensure everyone has opportunities to speak and to listen
- Leave a little space after someone else talks before you begin speaking
- Expect and accept non-closure, because the work of disrupting racism is ongoing
- Be willing to be challenged to disrupt racist patterns, both by the activities and discussions and by other participants
- Respect the confidentiality of personal information and stories shared here