

Proposed Communication Agreements Regarding the SPIRIT of our speaking and listening:

Practicing Openness: We commit to not criticizing, keeping in mind that we are here to understand, not to persuade.

Speaking Personal: We commit to speaking for ourselves, being mindful of the hurtful impact of generalizations.

Holding Heat: We commit to listening with resilience and "hanging in there" when we are confronted with something that is hard to hear.