

EAST BAY MEDITATION CENTER'S  
AGREEMENTS FOR MULTICULTURAL INTERACTIONS

Adapted from Visions Inc. "Guidelines for Productive Sessions"

"TRY IT ON"

Be willing to "try on" new ideas, or ways of doing things that might not be what you prefer or are familiar with *or are comfortable with*.

PRACTICE SELF FOCUS

Attend to and speak about your own experiences and responses. Do not speak for a whole group or express assumptions about the experience of others. *Do not ask or expect a person to speak for a group*.

UNDERSTAND THE DIFFERENCE BETWEEN INTENT AND IMPACT

Try to understand and acknowledge impact. Denying the impact of something said by focusing on intent is often more destructive than the initial interaction.

PRACTICE BOTH/AND

When speaking substitute "and" for "but." This practice acknowledges and honors multiple realities.

REFRAIN FROM BLAMING AND SHAMING SELF & OTHERS

Practice giving skillful feedback.

MOVE UP/MOVE BACK

Encourage full participation by all present. Take note of who is speaking and who is not. If you tend to speak often, consider "moving back" or vice versa. *One is not expected to speak*.

PRACTICE MINDFUL LISTENING

Try to avoid planning what you'll say as you listen to others. *Take a pause before responding*. Be willing to be surprised, to learn something new. Listen with your whole self *and listen for loving intent*.

CONFIDENTIALITY

Take home learnings *and* don't identify anyone other than yourself, now and later. If you want to follow up with anyone regarding something they said in this session ask first and respect their wishes.

Source: [eastbaymeditation.org](http://eastbaymeditation.org)