



## Shared Guidelines: boundaries of respect for working together and shared governance

### Values

- **Nimrita:** Begin from a place that people in this room have a positive intention, but that discomfort can still arise from actions led by positive intentions
- Offer verbal affirmations because lack of them can be “soul sucking”
  - Examples of affirmations:
    - “Thank you for saying that”
    - “Thank you for sharing this with me”
    - “Yes”
    - “Definitely”
    - “That makes a lot of sense”
    - “That’s a beautiful way to describe [x]”
    - “That’s a great point”
    - “I hear that”
    - “For sure”
    - “Right”
    - “I love that”
    - “That’s fascinating”
    - *Repeating what the narrator said back to them in other words*
- **Grounding:** Offer grace with respect to individual schedules, ongoing commitments outside these meetings, and each individual’s “learning curve” for the topics we discuss together
- **Chardi Kala:** Enter with a willingness to engage in healing in some form as opposed to letting harm fester
- **Sehaj:** Recognize the importance of gradual work and slowing down so as to not operate from a place of crisis. Honor that new boundaries can be developed at a later time because boundaries are sometimes difficult to name until after they are transgressed or violated

### Practices

- *Active Presence:* Use non-verbal actions to offer responses, and to not take over the conversation, while also thoughtfully adding verbal affirmations to let people know they are not alone. These can be for agreement or for support. In in-person spaces, connection during deliberation is difficult and small actions of affirmations make a difference.
- *Investment to Healing:* If there is harm that is created by an individual, then a suggested best practice would be to connect directly to the “harmer” (and meeting facilitators if desired, necessary, or appropriate) so that an effort for repair and healing can be attempted. If a public repair is also needed due to a public harm, this practice should be an option for reconciliation.
- Sessions should have stretch breaks to honor an embodied way of learning and physical needs