

# **AGREEMENTS FOR MULTICULTURAL INTERACTIONS**

**Adapted from Visions Inc., “Guidelines for Productive Work 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.

**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.

**UNDERSTAND THE DIFFERENCE BETWEEN INTENT AND IMPACT** Try to understand and acknowledge the impact of an unskillful remark. Denying the impact of something said and only focusing on intent brings the attention back to you and can be 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 OR SHAMING SELF OR OTHERS** Practice giving skillful feedback. Learn to call *in*, rather than call out.

**LISTEN UP/SPEAK UP** Encourage full participation by

all present. Take note of who is speaking and who is not. If you tend to speak often, consider moving in with deep listening and if you tend to be shy about speaking in groups, consider moving in by speaking up.

**PRACTICE MINDFUL LISTENING** Avoid planning what you'll say as you listen to others. Be willing to be surprised, to learn something new. Listen with your whole self. Listen for what is important to the speaker. Listen with your whole self.

**CONFIDENTIALITY** Take home learnings and don't identify anyone other than yourself, now or later. If you want to follow up with what someone said in class, ask first and respect their wishes.

**RIGHT TO PASS** You can say "I pass" if you don't wish to speak.