

ETHOS + GUIDELINES + CONDUCT + AFTERCARE

- We talk to each other in ways that support conversation, learning and exchange
- We will support each other and be open to people's thoughts and ideas.
- We will talk about things openly, maybe not use the 'correct' or academic language.
- We won't police other people's languages and only address them when they are harmful.
- We will respect others' boundaries.
- We will recognise the knowledge, experiences and perspectives others' bring.
- We understand that in questioning the world, we sometimes question each other. We aim to learn from difference rather than sameness
- We are all different even if we share identity and experiences. We speak for ourselves and not on behalf of others (unless asked to).
- We acknowledge that we all mess up and make mistakes, even when we are speaking from shared experience
- When we make mistakes, we want to take the time to reflect on them thoughtfully and keep moving in the work. We cannot let making mistakes prevent us from sharing and exchanging.
- We may at times be sharing about harmful and difficult situations. We are mindful to not reproduce harm in doing so and are aware of the consequences of sharing information. We find ways to speak about the subject without speaking on specific details that might be overwhelming for ourselves and others.
- We take accountability and responsibility for our words and actions.
- in declaring ourselves and our views we do not get to silence anyone else.
- Everything shared between us stays between us (confidentiality)

COMPASSIONATE CODE OF CONDUCT

- We come to these sessions to share, to learn from each other in a supportive environment. We have an opportunity to create the micro world we would like to live in every day — to create a kind, generous, respectful, creative, and passionate temporary community. We also have an opportunity to be our most generous selves — engaging in the daily work of creating this space, checking our egos at the door, recognizing the divine spark within others, fostering creativity and well-being in others, and sharing what we most authentically can offer.

- In order for this work of creating community to flourish, it is necessary to establish certain boundaries. These boundaries are not meant to curtail individual freedoms or to spoil anyone's fun. Rather, they are self-preserving and community-preserving. To put it simply, we forefront the practice of mindfulness.
- Mindfulness is a spiritual cornerstone derived from Buddhist, Feminist, communal, and activist roots. It is a practice motivated by having witnessed marginalisation in our communities, and it is a compassion applied with the resolve to treat each other better. We approach each other as guests from different worlds, with the common impulse to create. Mindfulness serves to ensure that we, as individuals and as a group, envision and re-vision what compels us to share together.
- This is not to say that we avoid conflict. Because we are a community learning to be better people, we understand that in questioning the world, we sometimes question each other. In many cases, the friction between our differing worlds necessitates learning from difference. We acknowledge that respectful disagreements can be extremely productive in many settings, including our workshop sessions. Even when it is uncomfortable, engaging in each other's work or ideas is an essential part of growing and learning as people.
- Many of us come from places where we've been involved in long-term conflicts and have learned extremely valuable survival skills, including persistence, skepticism, and a willingness to confront others. But in declaring ourselves present, we do not get to silence anyone else. In fact, such behaviour is paradoxical. Our community is collective; by suppressing another voice, we shut an unrecognised part of ourselves down. Everything is an ongoing discussion. No one should consciously or unconsciously be working to shut down dialogue. No one can expect to have the last word or to persuade everyone of the rightness of their opinion.
- We bring an attitude of generosity, trust and compassion. We may not experience the same things that are shared but we listen and bring our capacity for understanding and learning.

AFTERCARE

1. Go outside to take a walk around the block/to the local park
2. Wash your face.
3. Play a song and/or dance.
4. Light a candle// burn some sage/incense
5. Meditate, pray, or lay on the floor and pay attention to your breathing for 3 minutes.
6. Read a poem.
7. Water your plants or feed your pet; extend care to other beings around you.
8. Spend a few minutes on a hobby; play an instrument, knit, craft, or write in your journal.
9. Send a message to a friend/family member letting them know you're thinking about them.
10. Cuddle a pillow, pet or person.
11. Do some drawing, colouring or painting.
12. Pick one thing that you need to do and get it done so it's off your mental "to do" list.
13. Cook or eat a nice meal.
14. Phone or text a friend for a chat.
15. Plan something nice for yourself to do later in the week.
16. Watch a comedy or something uplifting
17. Reorganise or tidy a space.
18. Sit somewhere with a cup of tea and look at something beautiful - a piece of art, leafy green plants, a photograph or book.

[These guidelines have been adapted from Showing Up For Racial Justice, MACONDO WORKSHOP'S COMPASSIONATE CODE OF CONDUCT by founder Sandra Cisneros and Claire Doran from Transformation Conflict workshops]