



2501 Harrison Street
Suite U8
Oakland, CA 94612
510-452-9334
www.californiarevels.org

Creating Community through Celebration

California Revels Multicultural Agreements

In any conversation, especially ones about systemic power (race, class, gender, etc), we know that each person is coming to the conversation with different levels of lived experience and embodied expertise. We believe that each person has something to contribute to the conversation. We value the differences among the multiple identities each of us carry, and we value every voice equally. In order to do so, we agree to uplift those voices most often silenced, such as the voices of People of Color (POC) or Queer, TransGender, Non-Conforming (QTGNC) people.

This agreement asks that we all practice being humble, and look for what we have to learn from each other. It asks us to share what we know, as well as our questions, so that we may learn from each other.

CONFIDENTIALITY:

- Take the shared experiences, leave the details (names, places, etc)
- If you want to share the situation and/or name of the person sharing, ask permission from them first and respect their wishes
- Ask for clarification directly from the person who shared it

SELF-CARE AND COMMUNITY CARE:

- Pay attention to our body (get up when needed, take bathroom breaks, get something to drink and/or eat)
- Pay attention to our neighbor - what may other people need?
- Check in/pause language - see if you or others are feeling triggered or need to pause the conversation

PRACTICE MINDFUL LISTENING:

- Listen with our whole body—from the inside out and from the bottom up (A feeling in our gut matters!)
- Try to avoid planning what we'll say as we listen to others
- Practice reflective listening - listen carefully to what others are saying even when we disagree with what is being said. Comments we make (asking for clarification, sharing feedback, expanding on a point, etc.) should reflect that we have paid attention to the speaker's comments.



2501 Harrison Street
Suite U8
Oakland, CA 94612
510-452-9334
www.californiarevels.org

Creating Community through Celebration

MAKE SPACE, TAKE SPACE:

- Take note of who is speaking and who is not. If we tend to speak often, consider making space for other voices and vice versa. Notice how much space you take.
- W.A.I.T.—Why Am I Talking?
- Right to Pass - We can say, “I pass” when we don’t wish to speak
- One at a Time - please, one person speak at a time. It can also be useful to leave a few moments between speakers, for those who need more time to process words, or who are less comfortable interjecting in a conversation.
- Showing up is the beginning of participating. People are invited to contribute as they are able.
- Sharing is not just verbal. Sharing can also be expressed nonverbally and in other unconventional ways. Try to notice which choice is being made. Try to notice people’s body language and pause to ask what’s coming up for them.
- Both sharing and silence are welcome
- We can’t be well-spoken all the time—or perhaps hardly ever! People often feel hesitant to share for fear of “messaging up” or stumbling over their words. It is okay to share even if we don’t feel we have the perfect words to express our thoughts.

PRACTICE WITH DON’T KNOW MIND:

- Be willing to “try on” new ideas, or ways of doing things that might not be what you prefer or are familiar with
- We open to learning and we recognize that we are all still learning. We are willing to change our perspective, and hold space for others to do the same.
- Respect others’ rights to hold opinions that differ from our own. When we disagree, please challenge or criticize the idea, not the person.
- We make better decisions when we approach our problems and challenges with questions and curiosity (“What if we...?”). Allow space for play, curiosity, and creative thinking.



2501 Harrison Street
Suite U8
Oakland, CA 94612
510-452-9334
www.californiarevels.org

Creating Community through Celebration

NO INDIVIDUAL KNOWS EVERYTHING; TOGETHER WE KNOW A LOT:

- We practice “both/and” when speaking - substitute “and” for “but.” This practice acknowledges and honors multiple realities.
- Attend to and speak about our own experiences and responses. Do not speak for a whole group or express assumptions about the experience of others.
- Exercise nonjudgmental compassion toward ourselves and others. Honor and respect our experience as our own; honor and respect others’ experiences as their own. Avoid criticizing the way we or others are able to participate
- Be open to vulnerability
- Building, not selling - When we speak, we converse and refrain from pitching. Don’t be invested in being right. Try to say what is true for you without regards to gaining acceptance of your point.

ENGAGE TENSION, DON’T INDULGE DRAMA:

- Refrain from blaming or shaming self and others
- Practice giving skillful “feedforward.” Repeat from your heart what you heard and offer an alternative. Listen, think, restate. For example: “I heard you say ...’*but*!’” Skillful feedforward would be to say, “I invite you to try saying “and.”
- Willingness to feel awkward, uncomfortable, or uneasy - In diverse, vibrant, dynamic community spaces things will come up and things can get messy. As long as we are all willing to learn from our uneasiness and use our moments of being triggered skillfully, then we can hang in together and grow.

ACKNOWLEDGE INTENTION AND IMPACT:

- Assume best intent and attend to impact; notice the atmosphere in the room
- When someone does or says something that causes harm or supports the values of oppressive systems, it may not be their intention to do so. However, using our good intentions to deny or avoid being accountable for the harm is often more destructive than the initial interaction. Practice skillful feedforward to point out the harmful action, why it’s oppressive, and invite conversation.
- Acknowledge that there may be a gap between our intention and our impact. Take responsibility for any harm we may cause. Commit to wise action that better aligns our intentions and our impacts.



2501 Harrison Street
Suite U8
Oakland, CA 94612
510-452-9334
www.californiarevels.org

Creating Community through Celebration

INCLUSIVE LANGUAGE AND ACTIONS:

- When sharing, especially in song, dance, or on stage, adjust language and roles to be gender inclusive
- If a piece includes overtly religious language or concepts, check in with the group about what is needed around it
- Acknowledge and honor Indigenous wisdom and Earth-based traditions

MOVE AT THE SPEED OF TRUST:

- We commit to seeing the humanity in everyone
- Create a culture of appreciation and kindness with realness
- Trust each other

We value the process as much as, if not more than, the outcomes. By being here, we are on the same path, sharing our individual journeys together. All are welcome.

SOURCES:

This living document draws from:

- Anti-Oppression Resource and Training Alliance's (AORTA) recommendations for facilitators www.aorta.coop
- Community Sing
- East Bay Meditation Center's Agreements adapted from Visions Inc, "Guidelines for Productive Work Sessions" www.visions-inc.org
- Emergent Strategy by Adrienne Maree Brown
- First Congregational Church of Oakland's White Accountability Group Agreement