

How we hold space



Everyone has a bit of
the truth.



We want to stay in
relationship.



We are willing to learn
and grow.

Source: Lewis Deep Democracy

Agreements

- Respect all perspectives.
- Listen for understanding.
- Ask questions.
- Learn from one another.
- Debate ideas not people.
- Use 'yes and' instead of 'no'.
- Refrain from assumptions or judgement.
- Avoid interruptions.
- Can't get a word in, raise hands or politely jump in.
- Stories stay, lessons leave.
- Disagree and commit.
- Be respectful of time limits.

Source: Mumtaz Badshah Brown, Francie Latour

Name bias without blame or shame



OUCH

Say **ouch** if someone says something that hurts — Share the impact on or just name it and move on.



OOPS

Say **oops** and genuinely apologize for your mistake OR the ways your intention did not match your impact.



WHOA

Say **whoa!** to interrupt a bias or microaggression, correct misinformation or address a harm.