

# Agreements for Multicultural Interactions

*This document is based upon the Agreement created by EBMC and by © VISIONS, for more information visit <http://www.eastbaymeditation.org>*

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**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 & Impact:** Try to understand and acknowledge impact. Denying the impact of something said by focusing on intent is often 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 & Others:** Practice giving skillful feedback.

**Move Up / Move Back:** Encourage full participation by all present. Take note of who is speaking and who is not. If you tend to speak often, consider "moving back" and vice versa.

**Practice Mindful Listening:** Try to 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.

**Confidentiality:** Take home learnings, but don't identify anyone other than yourself, now or later. If you want to follow up with anyone regarding something they said during a session, ask first and respect their wishes.

**Right To Pass:** You can say "I pass" if you don't wish to speak.