

Group Agreements for Emergent Spaces (from *Emergent Strategy: Shaping Change, Changing Worlds* by Adrienne Maree Brown)

- Listen from the inside out or listen from the bottom up (a feeling in your gut matters!);
- Engage Tension, Don't Indulge Drama;
- W.A.I.T. - Why Am I Talking?
- Make Space, Take Space — a post-ableist adaptation of step up, step back to help balance the verbose and the reticent;
- Confidentiality — take the lessons, leave the details;
- Be open to learning;
- Be open to someone else speaking your truth;
- Building, not selling — when you speak, converse, don't pitch;
- Yes/and, both/and;
- Value the process as much as, if not more than, you value the outcomes;
- Self-care and community care — pay attention to your bladder, pay attention to your neighbors.

Credit to the Unitarian Universalist Minister's Association for this handout.