

# Cultivating a Community of Trust

Intentions for cultivating a community of trust and inclusion, taken from **The Compassionate Activist** by Lucy Draper-Clarke.

## Try it on

Be willing to “try on” new ideas or ways of doing things that you might not prefer or be familiar with.

## Practice self focus

Attend to and speak from, your own experience and responses. Do not speak for a whole group or express assumptions about the experience of others.

## Understand the difference between Intent and Impact

Try to understand and acknowledge impact. Denying the impact of something by focusing on intent is often more destructive than the initial interaction.

## Practice “Both/And”

When speaking, exchange “and” for “but” . This acknowledges and honours multiple realities.

## Refrain from blaming and shaming self or others

Practice giving skillful feedback.

## Move up/Move back

Encourage full participation by all present. If you tend to speak often think of “moving back” and vice versa.

## Practice mindful listening

Try to avoid planning what you might say when other people are talking. Be prepared to fully listen, be willing to be surprised, to learn something new.

## Confidentiality

Take home learnings, but don't identify anyone but yourself. If you want to follow up something someone said during a session, ask first and respect their wishes.

## Right to pass

Everyone can choose to "pass" if they don't wish to speak.

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