

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.
