

RESPONSIBILITY COVENANT

To create space for those with less relative privilege than me, I will...

WELCOME

Welcome people to share what's on their hearts in a way that is authentic to them and receive their offering with gratitude.

ENGAGE

Engage my body, mind, spirit, and emotions in learning and embrace different perspectives.

INQUIRE

Inquire into discomfort that arises when my security, worldview, privileges, traditions, protocols, and values are challenged.

ASK

Ask questions with the intent to deeply understand the person's views and resist the urge to make it about me, and what I think I know.

RESIST

Resist urges to debate, analyze, censor, criticize, project, dismiss, minimize, moralize, silence, and perform etc., to deal with my discomfort.

EMBRACE

Embrace discomfort as an invitation to focus inward on personal transformation. If needed, I will seek out emotional support to process my feelings in a private setting.

This tool is best used with the [Guide for Facilitators or Community Leaders](#).

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