

Brooklyn Zen Center  
**Community Agreements**  
Online Version

**1. Arrive Gently, Be With**

We begin and end our meetings on time. Arrive and leave when best for you. We treat our online space with gentleness and care, respecting this technology as a powerful and evolving tool.

**2. Honor Intimacy, Privacy, Confidentiality**

We do not share the names or personal stories of anyone other than ourselves, now or later. If we want to follow up with anyone regarding something they said in community, we ask first and respect their wishes.

**3. Assume None, Be One**

We do not assume the race, class, gender, sexuality, or ability of anyone else. We have the individual option to share pronouns, and we will collectively respect pronouns.

**4. Dialogue over Debate through Mindful Listening**

We listen deeply with our full attention, in body, heart, and mind. We listen to understand, not to respond. We are willing to be surprised, to learn something new, to be changed by all viewpoints and ideas. Not knowing is most intimate.

**5. Practice Care and Consent**

We practice care and consent by participating in what feels right and speaking our needs and concerns as they arise, as much as we can. We can say “I pass” or “No, thank you” if we don’t wish to speak. We ask for permission before offering advice, unless directly asked.

**6. Practice Self Focus and Speak from the “I”**

We attend to and speak about our own experiences and responses. We speak using “I” statements and do not speak for a whole group or express assumptions about the experience of others.

**7. Practice “Both / And”**

We substitute “and” for “but” when speaking. This practice acknowledges and honors multiple realities. This also supports creating spaciousness around our binary ways.

**8. Understand the Difference Between Intent and Impact**

No matter our intentions, we take responsibility for the impact our actions have on others. Denying our impact by focusing on intent can be more destructive than the initial interaction.

**9. Refrain from Blaming or Shaming Self & Others**

We practice giving skillful feedback and not performing quality control on another’s expressions, or our own, understanding that powerful emotions can arise as a shout, a stammer, a cry; and that these expressions, too, deserve space and care.

**10. Taking Space, Making Space**

We encourage full participation by all present, knowing that courage takes different forms for each of us. Take note of who is speaking and who is not. If you tend to speak often, consider “tuning in” through mindful listening. If you tend to rest in silence, consider “making space” by sharing your experience.

**Acknowledgements, resources, references, input:**

- Brooklyn Zen Center sangha members
- East Bay Meditation Center, *Agreements for Multi-Cultural Interaction*, adopted from Visions Inc.'s "Guidelines for Productive Work Sessions." [www.visions-inc.org](http://www.visions-inc.org)
- Buddhist Peace Fellowship, *Block Build Be Shared Agreements*, July 2017
- Intergroup Dialogue trainings (dialogue and debate, U. of Michigan, UCLA)
- "From Safe Spaces to Brave Spaces" (article from *The Art of Effective Facilitation*, Stylus Publishing, 2013)
- *Natural Bravery* by Gaylon Ferguson (Shambhala Publications, 2016)
- Mindfulness, Concentration and Grounding Exercises (as taught by BZC guiding teachers and practiced by its sangha)