

Group Agreement

(To be read before each meeting)

Confidentiality:

Confidentiality among group members is the base for the group's success. To achieve this, group participants must feel confident about discretion. Generally, confidentiality is defined as "what is heard in the group, stays in the group."

This group has decided that members within it **may not** discuss the *specific comments* shared during the group meeting outside of the group.

This group has decided that members within it **may** discuss the *subjects* covered during the group meeting with one another, or with individuals outside the group while excluding specific stories and names of participants.

Judging:

Members of the group share their own personal stories/struggles, thoughts, ideas, and opinions *as they are true to them*. The rest of us show support by listening without judgment. Our group may include individuals from all walks of life, background, race/ethnic origin, sexual orientation, religious and political beliefs, etc. As they share their thoughts, we show respect by remaining non-judgmental.

Opinions:

All members of the group are free to express their opinions as they are true to them; however, we recognize that even within a group with a common goal there are different views. As such, we do not impose our opinions on others or expect them to have the same views we do.

Crosstalk:

Crosstalk is discouraged during our meetings. Examples of crosstalk are:

- Unsolicited advice, criticizing, or making comments about what others have already shared
- Questioning or interrupting the person speaking
- Interrupting, or side conversations while someone is sharing

By avoiding crosstalk, we accept what others say because it is true for them.

Crosstalk does not forbid a person from speaking on a topic already mentioned during the meeting. However, when we speak, we share about our own experience.

Feedback:

Feedback is not the same as crosstalk. This group has decided that feedback, suggestions, or information on resources **may** be given to participants upon first asking permission ("May I offer some information?")

Right to Pass

Group members are not required to participate in group discussions and may pass their turn to speak with no need of explanation.

Time Limits

The facilitator will determine how much time each group member has for their individual share.